

2017

Scottish Parliament Gender Pay Gap Report 2017



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Gender Pay Gap Report 2017

Executive Summary

The Scottish Parliament first reported on its Gender Pay Gap (GPG) in 2017, using the data at 31 March 2016. This revealed a GPG of 11.1%. The Scottish Parliamentary Corporate Body (SPCB) agreed an action plan to address the gap. We have updated the plan for this report and will continue to report progress to the Parliament's Diversity and Inclusion Board on a quarterly basis. The action plan includes a target for the gender pay gap to be within a tolerance level of either plus or minus 5% each year and interventions to reduce the gap.

Under Schedule 2 to the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, we must publish and report our gender pay gap data. The SPCB is required to report on its Gender Pay Gap using data at the snapshot date of 31 March 2017 and to publish the information no later than 30 March 2018.

Under the regulations we must publish on our website and on the UK Government's site the following measures:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of males and females receiving a bonus payment
- proportion of males and females in each pay quartile

Apart from this legislative requirement, this data will support the work being carried out to promote gender diversity and provide baseline data for the Scottish Parliament's Diversity and Inclusion Board to review as part of its commitment to deliver on the Parliament's Diversity and Inclusion strategy. All figures are the median rate unless stated otherwise.

Having only completed our first GPG report in October 2016, we have achieved the following commitments from the action plan:

- New recruitment approach agreed by LG in September 2017, values based questions to be considered further in implementation phase. This will commence from March 2018.
- Introduced an induction process that covers mothers and returners to help ensure a smoother transition back into the work place with additional support for the individuals and their managers
- Adopted a more inclusive approach towards flexible working for all job posts advertised by introducing the happy to talk flexible working logo and making a statement about flexible working in all job adverts that any requests will be taken seriously.
- Reached our target for the gender pay gap to be within a tolerance level of either plus or minus 5% to reduce the pay gap

In summary our main findings for 2017 are:

- The high level median Gender Pay Gap (GPG) for all Scottish Parliament employees is 3.8%, which reduced from 11.1% in the previous year. The GPG for all employees in Scotland is 16.3%. The reduction in the GPG is largely attributable to an increased number of men represented in lower grade posts. 36% of these posts were young men recruited through the modern apprenticeship programme who moved from grade 1 (the lowest graded post) to grade 2 posts. A greater number of women moved into grade 5 posts than in the previous year showing an upward trend of women moving into higher grades.
- In 2016 women's median hourly rate was £15.87 in all measures used. In 2017 women's median hourly rate is £16.19 across all measures, a 2% increase.
- The gender pay gap increases to 11.8% when including exceptional contribution awards, allowances and overtime.
- The exceptional contribution awards measure shows that women are more likely to receive payments but men receive higher median payments overall.
- The gender pay gap for part time male employees to female part time employees is 21.7%, the same gap as in 2016.
- The gap between the full time male staff to part time female staff is 1.9% a significant contrast to the Scottish population where the pay gap for this measure is 33.8%.
- When reviewing gender and pay quartiles, women have a higher representation than men within the first three quartiles.
- The Scottish Parliament pays men and women equally at the same grade level at a Full-Time Equivalent (FTE) rate.
- When reviewing grade by gender, the data revealed that the number of women at grades 6 and above has decreased slightly by 13% from the previous year (from 20 to 18 women).
- With regards to age the gender pay gap is generally balanced across the age range but highlights some difference where childcare and caring responsibilities might be a factor in increasing the pay gap slightly when employees might take time out to manage their work/ home responsibilities differently (age groups 40-44 and 60-64).

The table below provides comparison datasets for UK and Scotland derived from the ONS Annual survey of hours and earnings (ASHE) gender pay gap series.¹

	UK	Scotland	Scottish Public Sector	Scottish Parliament 2016	Scottish Parliament 2017
GPG - All Employees	18.4%	16.1%	13.2%	11.1%	3.8%
GPG - Full-time Employees	9.1%	6.6%	3.9%	11.1%	1.9%
GPG - Part-time Employees	-5.1%	-5.3%	20.6%	21.7%	21.7%

¹ [ASHE Scotland 2017](#)

	UK	Scotland	Scottish Public Sector	Scottish Parliament 2016	Scottish Parliament 2017
GPG - Full-time men to Part-time women	36.4% ²	33.8%	30.3%	11.1%	1.9%

² [ASHE – UK 2017](#)

Introduction

The SPCB is committed to addressing the issues raised by the data we have collected and we have included in this report information on work that is already underway and also an action plan for the future.

This report looks at the gender pay gap in the Scottish Parliament using comparative data taken from the Office for National Statistics (ONS). ONS data is based on a 1% sample of employee jobs taken from the HMRC and provides a wide variety of earning statistics for employees across the UK including a breakdown for Scotland and public/private sector data. The Scottish Parliament figures are based on the total workforce and this should be factored in when interpreting the results and where there might be significant contrasting pay differences.

The Gender Pay Gap

What is the Gender Pay Gap?

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings. A negative gender pay gap occurs where women's average earnings are more than men's.

Why report on the Gender Pay Gap?

An equal pay audit will demonstrate if men and women are being paid equal pay for equal work, it will not provide insight into the different working practices across an organisation and if there is a greater detrimental effect on one group.

The gender pay gap is an important measure because it describes the actual pay women earn rather than describing a situation in which all staff have equal circumstances.

Reporting on the gender pay gap in addition to conducting an equal pay report will allow the organisation to analyse whether existing policies and practices promote gender equality. The organisation can plan to take remedial action once it knows if a gender pay gap exists and if its practices will close the gap.

Reporting on the gender pay gap also provides the opportunity to benchmark the Scottish Parliament against other organisations in the public and private sectors.

Method of Calculation

For the measures in this report the median and mean hourly rates of pay were calculated. The median pay is the middle point of the population and the mean pay, the arithmetic average of a population.

The hourly pay rate is recommended because this enables the pay of part-time staff to be compared with full-time staff. The Gender Pay Gap is calculated from the difference between men's and women's hourly earnings as a percentage of men's earnings.

Reasons to calculate Mean and Median

The median rate is used because it won't be so affected by people at the extremes of salary, for example, a small number of people at Leadership Group level. It is considered to be a representative measure of the experience of the majority of staff. However, a number of organisations advocate for the use of the mean measurement, arguing that an important part of the gender pay gap is that women are less likely to be in the highest paid and most senior positions³.

The National Picture in Scotland

The Scottish Government reports the gender pay gap using the median figure for the overall workforce (full-time and part-time workers) produced by the Office for National Statistics (ONS).

- The most recent figure (2017) reports the gender pay gap for all employees in Scotland at 16.1%⁴. The UK figure is 18.4%. The respective figures in 2016 were Scotland's gap at 15.6% and all UK at 18.2%.
- The larger public sector in Scotland in comparison to the UK as a whole (20.7%⁵ of total employment compared to 17.1% in the UK⁶), contributes to Scotland's lower total pay gap.
- The pay gap for all public sector employees in Scotland (2017) is 13.2%. For full-time public sector employees it is 3.9%.
- Women in full-time employment in Scotland are paid 6.6% less than men in full-time employment. The UK gender pay gap for full-time employees is 9.1%.
- 40.8% of women employed in Scotland work part-time compared to 11% of men employed in Scotland.
- Women account for 78% of all part-time workers in Scotland.
- Women in part-time employment in Scotland earn 33.8% less than men in full-time employment.
- Women in part time employment in the Scottish public sector earn 20.6% less than men in part-time employment. In the previous year (2016) the gap was 12.9%, this is a 7.7% increase in the GPG for part-time workers in the public sector.
- Men in part-time employment in Scotland when all sectors are combined earn 5.3% less than women working part-time hours. In the previous year (2016) the gap was -9.7%.

³ <http://www.fawcettsociety.org.uk/blog/calculating-the-gender-pay-gap/>

⁴ [ASHE Scotland 2017 Data](#)

⁵ [Public sector employment in Scotland](#)

⁶ [ONS UK Public Sector Employment](#)

The Scottish Parliament Picture

This report provides a summary of the Scottish Parliamentary Service staff at 31 March 2017.

Staff Profile by Part Time/Full Time Status

	Male	Female	Total
Full-time	216 (90.8%)	201 (73.4%)	417
Part-time	22 (9.2%)	73 (26.6%)	95
Total	238	274	512

(% of staff by gender)

Part-time staff account for 18.5% of all staff. In 2016, 17% of staff worked part-time hours. Part time working is defined as working 30 paid hours or fewer a week in line with the definition used by the ONS.

- Female part time employees account for 26.6% of all female employees.
- Male part-time employees account for 9.2% of all male employees.
- At Leadership Group level, all staff work full-time hours.
- Difference – 2016 to 2017
 - male part-time workers – no change from last year (22)
 - male full-time workers- increased by 13 (from 203 to 216).
 - female part-time workers - increased by 10 (from 63 to 73)
 - female full time workers - decreased by 6 (from 207 to 201)

Gender and Grade - working pattern

	2017				2016				2015			
	Male		Female		Male		Female		Male		Female	
Grade	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T	F/T	P/T
1	0	0	0	0	6	0	4	0	0	0	0	0
2	71	9	67	32	59	9	63	28	61	9	51	30
3	33	3	42	11	32	1	46	9	30	1	36	14
4	50	7	33	16	48	6	37	11	49	9	28	14
5	34	2	44	11	33	5	41	11	31	7	42	12
6	19	3	11	3	18	1	12	4	17	4	11	4
7 and above	7	0	4	0	7	0	4	0	10	0	3	0
	214	24	201	73	203	22	207	63	198	30	171	74

When looking at the distribution of part-time workers within a grade, at grade 2 and grade 3 the gender ratio is significantly skewed to women working part-time. The combined ratio for grades 2 and 3 is 22:80 (12 men to 43 women). This has only changed by one percentage point from the previous year. As with the previous year, for grades 4, 5 and 6 the ratio averages out to one third men to two thirds women (12 men to 30 women). There are no part-time workers at grade 7 and above.

Gender and Grade - annual distribution change

	Male				Female							
Grade	Number (2016)	Number (2017)	change	% change from 2016	Number (2016)	Number (2017)	change	% change from 2016	Total staff (2016)	Total staff (2017)	2016 Gender Split (M:F)	2017 Gender Split (M:F)
1	6	0	-6	-100%	2	0	-2	-100%	8	0	75:25	N/A
2	68	82	14	21%	94	100	6	6%	162	182	42:58	45:55
3	34	36	2	6%	55	51	-4	-7%	89	87	38:62	41:59
4	53	56	3	6%	47	48	1	2%	100	104	53:47	54:46
5	38	35	-3	-8%	52	57	5	10%	90	92	42:58	38:62
6	19	22	3	16%	16	14	-2	-13%	35	36	54:46	61:39
7	4	4	0	0%	3	3	0	0%	7	7	57:46	57:43
AC/CE	3	3	0	0%	1	1	0	0%	4	4	80:20	80:20
	225	238	13	5.8%	270	274	4	1.5%	495	512	45:55	46:54

This data provides explanation for the changing distribution of staff by gender across grades. In grades 1 to 3 combined the number of men has increased by 9.3%, the number of women is unchanged. In contrast the number of women at grades 6 and above has decreased by 13% within the year, although the number of women at grade 5 has increased by 10%.

Equal Pay Analysis: Full Time Equivalent (FTE) Salary

This measure demonstrates whether men and women in similar roles at similar grade levels are being paid equally on a FTE salary.

Annual Median FTE salary by grade and gender (grade 7 and above combined)

Grade	Male	Female	Difference	% difference
1	£0.00	£0.00	£0.00	0%
2	£24,402.00	£24,402.00	£0.00	0%
3	£31,147.00	£31,147.00	£0.00	0%
4	£39,764.00	£39,764.00	£0.00	0%
5	£50,141.00	£50,141.00	£0.00	0%
6	£63,443.00	£63,443.00	£0.00	0%
7 and above	£77,990.00	£76,082.00	£1,908.00	2.4%

Hourly pay breakdown by grade and gender

Median

Grade	Male	Female	Difference	% difference
1	£0.00	£0.00	£0.00	0%
2	£12.68	£12.68	£0.00	0%
3	£16.19	£16.19	£0.00	0%
4	£20.67	£20.67	£0.00	0%
5	£26.06	£26.06	£0.00	0%
6	£32.97	£32.97	£0.00	0%
7 and above	£40.54	£39.54	£1.00	2.4%

Mean

Grade	Male	Female	Difference	% difference
1	£0.00	£0.00	£0.00	0%
2	£12.17	£12.39	-£0.22	-1.8%
3	£15.57	£15.62	-£0.05	-0.3%
4	£19.95	£19.89	£0.05	0.3%
5	£25.86	£24.97	£0.89	3.5%
6	£32.72	£31.95	£0.78	2.4%
7 and above	£47.13	£41.05	£6.08	12.9%

SPCB's pay progression rules allow for staff in Grades 1, 2 and 3 to move to the top of the salary scale within two years. Grades 4 and 5 will progress to the maximum within three years, Grades 6 and 7 within four years. Assistant Chief Executive and Chief Executive will progress to the maximum within five years.

As demonstrated in the tables above the median FTE salary and median hourly rate of pay for male and female staff is equal until grade 7 and above. The difference is explained by the longer level of service of the men, which means they have progressed further in the pay scale. The FTE hourly rate difference at grade 7 and above has narrowed from when the gender pay gap was last reported on in 2017 using 31 March 2016 data. The median hourly rate difference has decreased from £2.36 to £1.00. This a percentage difference from 5.9% to 2.4%.

Gender impact analysis of the pay progression policy demonstrates that the Scottish Parliament pays men and women equally at the same grade level at Full-Time Equivalent (FTE).

Gender Pay Gap (GPG) Analysis

GPG Measure 1: Single figure - Hourly rate of pay (excluding overtime, shift allowances, exceptional contribution) for all employees

Median

Male	Female	Difference	% difference
£16.83	£16.19	£0.64	3.8%

Mean

Male	Female	Difference	% difference
£19.55	£18.30	£1.25	6.4%

This figure looks at the hourly rate of pay for all employees (full-time and part-time) by gender, it is the high-level indicator of earning power.

This year the median GPG has reduced to 3.8% from 11.1% in the previous year. This reduction has primarily been caused by an increase in the proportion of men in grade 2 (21% increase) and grade 3 (6% increase) compared to the previous year. Five of these posts are young modern apprentices who have progressed from grade 1 to grade 2. In addition, the number of women at grade 5 increased by 10% with more women progressing into middle management roles. The median GPG for all Scotland as reported by the Scottish Government using data from the Office for National Statistics (ONS) is 16.1%.

The mean pay gap is 6.4%, which is a very small increase from the previous year's mean gap (5.8%).

Additionally at the Scottish Parliament 26.6% of women work on part-time contracts, this is lower than that found in the general population where 40.8% of women work on part-time contracts, this will contribute to the GPG being lower than the national figure.

The work life balance policies at the Scottish Parliament which facilitate staff having different working patterns across the grade structure may contribute to this difference. The types of role at the Scottish Parliament could also be a contributory factor. There are no roles which have a very low pay rate, roles which are often filled by women in the general population.

GPG Measure 2: Single figure –Hourly rate of pay (including overtime, shift allowances, exceptional contribution) for all employees

Median

Male	Female	Difference	% difference
£19.57	£17.26	£2.31	11.8%

Mean			
Male	Female	Difference	% difference
£20.76	£19.28	£1.48	7.1%

This figure looks at the gross hourly rate of pay including overtime, shift allowances and exceptional contribution for all employees (full-time and part-time) by gender. This is the first year that organisations with more than 250 employees have been required to report on this data and comparators are not available at the time of writing.

The median pay gap for this measure is 11.8% and the mean is 7.1%.

This measure allows the organisation to analyse whether one group is able to earn more from their availability to work longer hours and to work unsocial hours and includes those who have received exceptional contribution awards.

The number of men and women being paid overtime hours was similar in the reporting year (104 men to 109 women), however, the gender pay gap was 25.1% when overtime payments were analysed without any other payments being included. The majority of staff (46%) receiving an overtime payment are at Grade 2 and work predominantly in the Security team. This increase might be attributable to women accessing time off in lieu (TOIL) instead of overtime payments for additional hours worked. Women tend to be the primary carer of children and adults and TOIL might be a preferred choice. Further exploration will be required to ensure there is no gender bias.

In summary, the table below shows the median and mean percentage gap for hourly rates of pay and shows how the gap widens (by 8% for the median rate) when overtime, shift allowances and exceptional contribution are included.

Pay Gap and Additional Pay Gap Comparison

	Median	Mean
Hourly rate	3.8%	6.4%
Hourly rate + additions	11.8%	7.1%

GPG Measure 3: Proportion of staff receiving Exceptional Contribution Awards (ECA) by gender

Gender	Staff receiving ECA	% of ECA	% in gender	% all staff	Total Staff
Male	12	22%	5%	2%	238
Female	43	78%	16%	8%	274
Total	55	N/A	N/A	11%	512

The Scottish Parliament doesn't have a 'bonus culture'. The Exceptional Contribution Scheme provides for awards which are small cash payments to reward staff for particularly demanding tasks. As demonstrated in the table above, a greater percentage of ECAs were paid to women, 78% compared to 22%. In the reporting year 11% of staff received an ECA.

ECA Pay Gap

Median

Male	Female	Difference	% difference
£500.00	£300.00	£200.00	40%

Mean

Male	Female	Difference	% difference
£529.17	£398.05	£131.12	25%

Whilst more women received payments, there was still a pay gap of 40% as payments received by men were higher. The ECA would benefit from a review of its procedures to determine how payments are allocated to identify if there is any gender bias.

GPG Measure 4: Gross pay for full time employees by gender

Median

Male (M)	Female (F)	Difference	% difference
£16.51	£16.19	£0.32	1.9%

Mean

Male (M)	Female (F)	Difference	% difference
£19.61	£18.73	£0.89	4.5%

The gender pay difference for all full-time staff is £0.32. This equates to a 1.9% pay gap, which is 1.9% lower than for all staff (full and part-time). This compares favourably with the Scottish figure of a 6.6% gender pay gap for full-time workers across all sectors.

The gender split being more even within the lower grades has had a significant contribution to the decrease in the gender pay gap from the previous reporting year. More men represented at the highest grades in combination with more women continuing to be represented at the lower grades are the contributing factors towards the gender pay gap not reducing to zero. (See table for Gender and Grade – annual distribution change for further detail).

GPG Measure 5: Gross pay for part –time employees by gender

Median

Male (M)	Female (F)	Difference	% difference
£20.67	£16.19	£4.48	21.7%

Mean

Male (M)	Female (F)	Difference	% difference
£18.96	£17.12	£1.84	9.7%

The gender pay gap for part-time male employees to female part-time employees is 21.7%, the same gap as in 2016. There is £4.48 difference in average median hourly pay.

Men on part-time contracts are more likely than women on part-time contracts to be represented at higher grades, 55% of men and 41% of women working part-time are grade 4 and above (see table for Grade and Gender– working pattern). This could be a contributory reason why the part-time gender pay gap is higher than for all staff (all

staff gender pay gap is 3.8%). However it demonstrates that the Scottish Parliament also supports men and women at higher grades to be working part time who may have caring or other family responsibilities that requires them to work part-time hours.

This gender pay gap is in contrast to the Scottish picture where on average women working part-time hours have higher wages than men working part-time. In Scotland as a whole it is -5.4% (previous year was -9.6%). This measure for the Scottish Public Sector is 20.6%, (previous year was 14%). We know that in the Scottish Parliament men who work part time earn more on average than women working part time. In addition there is at the Scottish Parliament a smaller proportion of women working part time compared to the overall number of women working part time in Scotland which may explain the contrasting pay differences.

GPG Measure 6: Full-time/part-time gross pay by gender

Median

Male Full – time	Female Part -time	Difference	% difference
£16.51	£16.19	£0.32	1.9%

Mean

Male Full – time	Female Part -time	Difference	% difference
£19.61	£17.12	£2.49	12.7%

This measure is used to demonstrate the full impact of the different working patterns between men and women across the labour market. Women in the general population are more likely than men to be in part-time work and their part-time work is usually found in less well paid jobs. Organisations such as Close the Gap argue that the real measure of the GPG is comparing men's full-time work to women's part-time. It would be expected that the gap between the full-time male staff to part-time female staff would be a greater percentage than the pay gap between all male employees and all female employees. For Scotland, the gender pay gap for this measure is 33.8%.

The median gender pay gap for full-time male employees to part-time female employees at the Scottish Parliament is 1.9%. This is lower than the all staff pay gap (3.8%). In 2016 the median gap for full-time men to part-time women was 11.1%.

This deviation from the national picture could be attributed to the smaller percentage of women working part-time at the Scottish Parliament (26.6% of female employees) compared to 40.8% of women working part-time in the Scottish population. The Scottish Parliament uses external contractors for roles in catering and cleaning. These roles contribute to the larger gender pay gaps in other organisations. Additionally the median hourly rate for women on part-time contracts at the Scottish Parliament is the same as women on full-time contracts which demonstrates that women working part time are not solely concentrated in the lower grades. In other organisations there will be a higher incidence of part-time female workers in roles with a lower hourly rate than colleagues of either gender in full-time roles.

GPG Measure 7: Gender and pay quartiles

All staff

	Male (No)	% of quartile	Female (No)	% of quartile
1st quartile	61	47.7%	67	52.3%
2nd quartile	53	41.4%	75	58.6%
3rd quartile	60	46.9%	68	53.1%
4th quartile	64	50.0%	64	50.0%
	238		274	

This measures the proportion of males and females in each quartile when divided into four groups ordered from lowest to highest pay. This demonstrates whether there is an overrepresentation of one gender within lower or higher paid jobs. At the Scottish Parliament more women are represented within the first three quartiles. In the fourth, or upper quartile, there is an even split between the genders. However, it is important to look below the headline figures where we identified that women continue to be under-represented at senior levels, Grade 6 and above.

Pay by Age Group

For the analysis of staff by age group, see the tables below for median and mean hourly rate (excluding overtime, allowances, exceptional contribution).

Median

Age Band	Male				Female			
	No of staff	All	F/T	P/T	No of staff	All	F/T	P/T
19 and under	1	£10.75	£10.75	£0.00	1	£10.75	£10.75	£0.00
20-24	7	£10.75	£10.75	£10.75	8	£11.15	£11.15	£0.00
25-29	11	£12.68	£12.68	£13.19	17	£12.68	£12.68	£12.37
30-34	17	£13.19	£13.90	£12.68	17	£16.19	£16.19	£18.04
35-39	35	£16.19	£16.19	£18.43	47	£16.19	£16.19	£16.19
40-44	40	£20.67	£20.67	£20.67	44	£16.19	£16.19	£19.25
45-49	44	£20.67	£20.67	£16.68	47	£20.67	£20.67	£18.43
50-54	32	£20.67	£20.67	£26.06	44	£20.67	£24.35	£14.44
55-59	26	£16.19	£16.19	£32.97	28	£16.19	£16.19	£12.68
60-64	19	£16.19	£16.19	£26.82	18	£12.68	£16.68	£12.68
65+	6	£12.68	£16.68	£12.68	3	£12.68	£12.68	£12.68
	238				274			

Mean

Age Band	Male				Female			
	No of staff	All	F/T	P/T	No of staff	All	F/T	P/T
19 and under	1	£10.75	£10.75	£0.00	1	£10.75	£10.75	£0.00
20-24	7	£10.87	£10.89	£10.75	8	£11.43	£11.43	£0.00
25-29	11	£13.34	£13.36	£13.19	17	£13.76	£13.51	£14.60
30-34	17	£14.31	£14.41	£12.68	17	£16.12	£15.89	£16.67
35-39	35	£17.53	£17.47	£18.43	47	£17.05	£17.62	£15.69
40-44	40	£21.65	£21.94	£20.30	44	£18.89	£18.67	£18.45
45-49	44	£21.76	£22.00	£16.68	47	£19.70	£19.85	£19.70
50-54	32	£22.27	£22.20	£22.94	44	£22.76	£23.99	£18.58
55-59	26	£22.24	£21.81	£32.97	28	£18.01	£18.11	£17.14
60-64	19	£19.12	£18.21	£26.82	18	£17.21	£19.68	£14.12
65+	6	£14.01	£16.68	£12.68	3	£12.68	£12.68	£12.68
	238				274			

The gender pay gap is balanced across the majority of pay grades with few pay differences across some of the age ranges, including a higher GPG for women over 55 and above and 35 -44. This may be related to women taking time off for children and looking after frail or disabled partners or other older adults. Women are more likely to be the primary carer in a family⁷. Further analysis would be helpful in understanding the needs of staff at these times in their lives.

⁷ [Carers in Scotland by Age Group](#)

Addressing the Gender Pay Gap

Our Findings

What do the results tell us?

This year the reporting on our gender pay gap revealed a median GPG of 3.8%. This is a reduction from 11.1% in the previous year and is 12.3% lower than the GPG for Scotland as a whole. It meets the Scottish Parliament's target as set out in the 2016 report to be within a tolerance level of either plus or minus 5% each year. We signed up to the 5050 by 2020 campaign and this target was set to keep the organisation on track and to flag up any issues. Having looked more closely at the data, this reduction has primarily been caused by an increase in the proportion of men in grades 2 and 3. Six (42%) of these posts are young male modern apprentices who successfully progressed from grade 1 to grade 2. In addition the number of women at grade 5 increased by 10% with more women progressing into middle management roles reducing the gender pay gap from the year before. At the same time the number of women at grade 6 and above reduced in numbers shifting the balance the other way and increasing the pay gap slightly.

The underrepresentation of women at senior level continues to be a priority for the Scottish Parliament and we are committed to removing any barriers towards the career progression of women. We are scoping the potential for improving diversity of boards across the Scottish Parliament to ensure that women are getting access to opportunities that will in the long term benefit their promotion opportunities.

When bonuses, allowances and overtime are added into the equation the median pay gap increases from 3.8% to 11.8%. Overtime alone increases the GPG to 25%. The data shows that 46% of staff receiving overtime payments predominantly work in the Security Office. The increased GPG might be explained by men doing longer hours than women. There is also an option for time off in lieu (TOIL) which is not currently reported on but with women more likely to be the primary carer of children and older adults, TOIL might be a preferred choice to overtime. On this, we will explore the breakdown to find out why these differences occur.

The Scottish Parliament has an Exceptional Contribution Awards scheme where individuals are rewarded for undertaking particularly demanding tasks within the Scottish Parliament. In this year there were more women than men who received an ECA, but men overall received a higher amount. Having a pay gap of 40%, we will review the ECA procedures to determine how payments are allocated to identify if there is any gender bias.

It is positive to note that the pay difference for full time employees by gender is 1.9% a reduction of 9.2% from last year. This is because the gender split is more even within the lower grades with more men appointed into grade 2 and 3 posts and more women appointed into grade 5 posts. These changes improve the gender balance across the grades.

On part time employees by gender, the pay gap is the same as last year at 21.7%. This is much higher than what would be expected if we compare this with the Scottish figure where in Scotland the pay gap is in negative at -5.4%. The main difference in

the Parliament is that the men who work part time earn more and are represented at higher grades. Whilst it is positive that men are supported to work part-time at senior grades, the number of women working part time starts to drop at grade 5 and above. The Scottish Parliament will review its promotion data by part time status to check that part time women and men have access to the same promotion opportunities. We have an inclusive approach towards flexible working. We advertise all jobs using the 'Happy to Talk Flexible Working' logo from Family Friendly Working Scotland.

Whilst Scotland has a pay gap of 33.8% when measuring full time male/ part time female by gender, the Scottish Parliament GPG is significantly less at 1.9%. For employers, this measure is normally the biggest gap between men and women. For the Parliament the figure is significantly lower and this may be due to having a lower number of women working part time (26.6%) compared to the Scottish population (40.8%). In addition, the median hourly rate for women on part time contracts is the same as women on full contracts. Nationally, the trend for women working part time is to have a lower hourly rate than women working in full time posts. We have already committed to exploring why fewer women work part time as they progress into higher grades, if this is due to personal circumstance or whether there are barriers to part time working. We will also review the information recorded on flexible working requests.

Overall the Scottish Parliament feels confident that it is making progress in its commitment toward gender equality and will continue to monitor and review its working practices to ensure that the gender pay gap continue to remain within its target to be within a tolerance level of either plus or minus 5% each year. At the Scottish Parliament we are committed to tackling any barriers that impact on women in the workplace. Our efforts to promote more women into senior positions and develop our female talent pool included the setting up of the women's network that is run by women to support professional and personal development of women, for example by promoting female role models and enabling women to develop themselves as well as looking at what changes need to be made to remove barriers for women.

The Scottish Parliament is proud of its working practices and has a range of family friendly policies in place to support staff with caring responsibilities. There are over 175 different working patterns across the organisation which clearly shows the effectiveness of our family friendly policies. In addition, the organisation provides childcare vouchers and offers a parent mentoring scheme to parents (women and men) to give support and guidance when someone returns to work. We know this can be a difficult time for women particularly if they have been off for the full maternity period.

Our work in promoting diversity in the workplace extends much wider than just tackling gender diversity. We recognise that it is important to have a workforce that reflects society and that the Scottish Parliament will benefit from having people with a wider range of views and perspectives. As part of our commitment to diversity and inclusion last year's GPG action plan highlighted the launch of our new Diversity and Inclusion Strategy this year which aims to give everyone the opportunity to flourish and to compete on a level playing field without barriers to their success. Part of this strategy is to review our recruitment practices to ensure that we can draw from a wider range of people when recruiting to enable us to get the best people for our organisation. Our

Leadership Group has now agreed to a new approach to recruitment and this will be implemented in 2018.

Fundamental to all of this is revisiting our values and defining what leadership and management means to the organisation. This work will continue to develop in 2018 bringing into this the importance of diversity and leading by example.

Who will help us in closing the gap?

As part of our consultation process the report will be considered by the Scottish Parliament's Women's Network and by Close the Gap an external organisation who work to improve equality for women in the labour market. The Diversity and Inclusion Board will be responsible for overseeing the action plan and progress against targets. Leadership Group and SPCB will approve the final publication of the report and action plan.

What do we plan to do next?

Having only published last year's report in October 2017, outstanding actions from the 2016 report have been transferred into this year's action plan and some of these deadlines have been extended. In addition many of the issues that were identified through gender pay gap reporting overlap with the findings from our Diversity Monitoring Report. These have all been merged into a single action plan that will inform the Diversity and Inclusion Action Plan 2018/19. Delivery against the plan will be reported to the Diversity and Inclusion Board.