

GENDER PAY GAP (GPG) REPORT 2017 AND DIVERSITY MONITORING REPORT 2017

Executive summary

1. This paper invites the SPCB to agree to the publication of the:

- 1.1 **Gender Pay Gap Report 2017 (annex1); and**
- 1.2 **Diversity Monitoring Report 2017 (annex2)**

(on data as at 31 March 2017).

The SPCB is required to report by 30 March 2018. The reports are attached along with the **Diversity and Inclusion Action Plan 2018/19 (annex3)**.

Issues and Options

2. The SPCB has a legal duty to publish its data on the gender pay gap and the diversity of its workforce. Publishing the results of the data meets the requirements of the Equality Act (2010) to demonstrate compliance with the public sector duty where the SPCB must have due regard to the need to:
- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under the Act;
 - advance equality of opportunity between person who shares a relevant protected characteristic and persons who do not share it; and
 - foster good relations between persons who share relevant protected characteristics.

Diversity Monitoring Report 2017

3. In doing so, the Scottish Parliament must publish information about its staff who share a protected characteristic as identified in the Equality Act (2010). The diversity monitoring report 2017 analyses the staff profile with consideration of the nine protected characteristics wherever possible.
4. The main issues to highlight from the report include an increase in declaration rates from staff who identified themselves with a protected group. Whilst this provides a more accurate picture of the diversity in the workforce, there are some areas where the Parliament continues to be underrepresented. This being mainly young people, who are being recruited through the Parliament's Modern Apprenticeship Programme every year, BME, disabled people, LGBT+ and women in senior grades. The report also shows that women are doing well in recruitment and promotions but there are still few BME, and disabled staff being appointed.

5. The action plan (attached as annex 3) addresses a number of these issues and what action the Parliament will take to improve the diversity in the workforce.

Gender Pay Gap Report 2017

6. The Gender Pay Gap 2016 was published in October 2017. That report was published in advance of the legislative requirement to demonstrate our good practice.

7. The main highlights from this report include:

- The GPG for 2017 is 3.8%. The 2016 report identified a GPG of 11.1%. In the GPG action plan published in October 2017, the SPCB agreed to a GPG target within a range of plus or minus 5%. The 2017 GPG for the Scottish Public Sector is 13.2%.
- The GPG has fallen to within the tolerance level in this reporting year, due to an increase in men at the lower grades and more women moving into grade 5 posts. However, the number of women at Grade 6 has fallen by 13%.
- LG may also wish to note that there is a median GPG of 40% for the awards provided through the Exceptional Contribution Scheme. Further analysis will be conducted to assess whether there is a gender bias in the amounts awarded.

8. In addition, The Economy, Jobs and Fair Work Committee published a report on Scotland's Gender Pay Gap in June 2017 and the following recommendations were addressed to the Scottish Parliament as well as the Scottish Government:

- to ensure that all roles are advertised as flexible, agile or part-time, unless there is a business reason not to do so.
- to share with the Committee their current practices on advertising flexible, agile, and part-time jobs, to ensure that they are following best practice principles.
- ensure their job application forms contain a section allowing applicants to set out if they want to work flexibly and if so, in what way.

The Scottish Parliament has since:

- Written to the Committee outlining practices and the changes the SPCB intends to implement, including updating the Equality Monitoring Form to allow people to set out the flexible working arrangements they would like considered.
- The 'Happy to Talk Flexible Working' logo is included in all job advertisements.

9. For benchmarking purposes, this report and the Diversity Monitoring Report compares our findings with the national figures including gender pay gap figures released by ONS in November 2017 and Scottish census data published in 2011. Reports from the previous year are also used for comparative purposes.
10. A series of actions which the SPCB can undertake in response to the findings in these reports have been added to the Diversity and Inclusion Action Plan 2018/19 (attached as annex 3). In addition, actions first identified in the 2016 GPG report which are still active have been moved to the 2018/19 Plan. These will be considered by the Diversity and Inclusion Board for its delivery of the Diversity and Inclusion Strategy.

Resource Implications

11. There are no resource implications with publishing the reports except for staff time in communicating and responding to the results. Arrangements for publication are being discussed with the Media Relations Office.

Governance issues

12. The Diversity and Inclusion Board will take forward the actions as set out in the reports and action plan. This will be built into the overall planning for the annual Diversity and Inclusion Delivery Plan.
13. TUS have been provided with a copy of the reports and the action plan.

Publication Scheme

14. This paper is suitable for publication under the SPCB publication scheme.

Decision

15. The SPCB is invited to consider the findings of the reports and agree to their publication.

Diversity and Inclusion Board
March 2018