

GENDER PAY GAP (GPG) REPORT 2018

Executive summary

1. This paper invites the SPCB to agree to the publication of the GPG Report 2018 (on data as at 31 March 2018). The SPCB is required to report by 30 March 2019. The report is attached as an annex to this paper.

Issues and Options

2. The SPCB has a legal duty to publish its data on the GPG. 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;
- Foster good relations between persons who share relevant protected characteristics.

3. For benchmarking purposes, this report compares our findings with the national figures including GPG figures released by ONS in November 2018. Reports from the previous year are also used for comparative purposes.

4. The main highlights from the report include:

- The GPG for 2018 is 2.9%. The 2017 report identified a GPG of 3.8%. The 2018 GPG for the Scottish Public Sector is 14.5%.
- The GPG has fallen by 0.9% from the previous report and remained within the tolerance level of plus or minus 5% as set by the SPCB
- The gap between the full time male staff to part time female staff is 2.9% a significant contrast to the Scottish population where the pay gap for this measure is 33.6%.

5. A commitment has been made to five actions from the 2018 GPG report. Actions for 2019 include:

- Continue the Scottish Parliament's commitment to 5050 by 2020 and its aim to increase diversity at senior levels;
- A GPG within a tolerance level of either plus or minus 5%;

- Introduce pay gap reporting for ethnicity and disability into the next GPG report;
- Support Leadership Group's commitment on reviewing the current reward and recognition arrangements;
- Further analysis on the effect of the uptake of time off in lieu on our GPG.

Resource Implications

6. There are no resource implications with publishing the report.

Governance issues

7. To publish the GPG Report 2018 by 30 March 2019.

Publication Scheme

8. This paper should be published in line with the SPCB's Publication Scheme.

Decision

9. The SPCB is invited to:
 - agree to the publication of this report.

Human Resources Office
March 2019