

Gender Pay Gap

2023

2023	Combined Gap	Full Time Gap	Part Time Gap
All Employees	+4.5%	-15.8%	+20.8%
Non-Teaching Employees	+9.3%	-9.3%	+20.6%
Teaching Employees	+4.9%	+4.3%	+11.2%
SJC* Employees	+10.6%	-8.2%	+21.5%

*Scottish Joint Council (HC01 to HC15)

Note: A positive figure denotes a gap to the advantage of male employees. A negative figure denotes a gap to the advantage of female employees.

Average Hourly Rates 2023	Combined Gap		Full Time Gap		Part Time Gap	
	Male	Female	Male	Female	Male	Female
All Employees	£19.03	£18.18	£19.56	£22.65	£16.67	£15.50
Non-Teaching Employees	£16.07	£14.57	£16.62	£18.17	£13.51	£13.20
Teaching Employees	£28.07	£26.69	£28.71	£27.48	£25.46	£25.49
SJC* Employees	£16.00	£14.31	£16.55	£17.91	£13.47	£13.00

* Scottish Joint Council (HC01 to HC15)

Note: A positive figure denotes a gap to the advantage of male employees. A negative figure denotes a gap to the advantage of female employees.

1. Context

- 1.1** The main provisions of the Equality Act came into force on 1 October 2010. The Act brings together the previous strands of equality and discrimination legislation and aims to simplify and strengthen the law.
- 1.2** The Act also introduces a general duty on public bodies to give due regard in all their work for the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act.
 - Advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.

Specific duties introduced in Scotland in 2012 by Regulations require the Council to publish information on the Council's equal pay gap.

- 1.3** Guidance on meeting the requirements of the various duties is provided by the Equalities and Human Rights Commission (EHRC) and supported by Close the Gap. Close the Gap is an organisation funded by the Scottish Government, working in partnership with the EHRC and the Scottish Trades Union Congress to guide and assist employers. All pay gap calculations are based on their guidance.
- 1.4** An organisation's gender pay gap is the difference between the average male and female pay rates.
- It is calculated by dividing the average female hourly pay rate by the average male hourly pay rate.
 - The full-time gender pay gap is the gap between the average hourly pay rate of female employees who work full time and male employees who work full time.
 - The part time gender pay gap is the gap between the average hourly pay rate of female employees who work part time and male employees who work full time.
- 1.5** The Council is required to publish the gender pay gap between male and female employees. It is also required to publish this data separately on employees in Education (Teaching employees). The EHRC and Close the Gap also strongly advise publishing separate full time and part time gender pay gaps.

It is considered that any pay gap of 5% or more is considered significant and in need of further analysis.

2. Gender Pay Gap

2.1 Background:

The 2021 Gender Pay Gap analysis identified the following equal Pay Gaps:

2021	Combined Gap	Full Time Gap	Part Time Gap
All employees	+5.0%	-18.0%	+23.2%
Non-Teaching employees	+11.1%	-9.6%	+22.5%
Teaching employees	+4.2%	+3.3%	+9.3%
SJC employees	+13.0%	-7.0%	+23.7%

** Scottish Joint Council (HC01 to HC15)*

Note: A positive figure denotes a gap to the advantage of male employees. A negative figure denotes a gap to the advantage of female employees.

2.2 Analysis of this data suggested that:

- i. The Teacher pay and grading structure is robust and supports equal pay.
- ii. The Scottish Local Government Living Wage (SLGLW) has risen over recent years, which created compression in the lower grades within the Council's Pay & Grading Structure. The Council has now undertaken a pay modelling exercise to address this issue. At the time of reporting, the outcome of this model has not been reflected in the percentages, however it is expected with the revised pay model's inclusion there will be further improvements in the SJC pay gap when we review these figures at the end of 2023.
- iii. Significant workforce gender segregation in SJC Job Families (Business Support, Personal Care, Technical and Practical), Craft and Teaching posts correspond with significant part time pay gaps.
- iv. Lower availability of part time working in SJC grades HC6 and above corresponds with a significant SJC part time pay gap.
- v. Lower availability of part time working in promoted teaching grades corresponds with a Teaching part time pay gap.

2.3 Previous reports found that the following issues could contribute and impact the pay gaps.

- i. Vertical gender segregation (disproportionately low number of women in senior posts) in Teaching posts and in SJC Business Support and Management posts.
- ii. Horizontal gender segregation in teaching posts (disproportionately low number of women Head Teachers in Secondary Schools).
- iii. Lower uptake of part time working opportunities in senior teaching posts and in SJC posts graded HC06 and above.
- iv. Horizontal gender segregation (males in Community Works and females in Catering, Cleaning and Caring posts) within Technical & Practical posts.

2.4 A number of actions continue to be taken to address gender segregation and the availability of part time work in senior grades. For example:

- i. Female role models in male dominated job groups are encouraged within the structure.
- ii. Where service delivery allows, we have various policies in place to support employees achieve a work life balance. These include family friendly staff policies, flexible working opportunities and hybrid working.
- iii. Job Descriptions and Person Specifications continue to be monitored and reviewed to ensure that they contain no gender bias.
- iv. Services have reviewed workplace facilities to ensure that both genders are adequately provided for.
- v. Significant areas of gender segregation are monitored and reviewed to identify and address any barriers to employment. New system reporting software contained in TechnologyOne (the recently procured joint finance, HR and Payroll system) due to be implemented by 2025 will enable more robust reporting on this particular area.
- vi. Strategic workforce planning should help address and further promote flexible working arrangements that support women to progress their careers.
- vii. The Council is participating in the "Bronze" award of the programme run by Close the Gap (working towards Equally Safe at Work accreditation). Evidence required for this award includes a section on gender-disaggregated data gathering, aligned to the Equality & Human Rights Commission requirements.
- viii. Accreditation as a Living Wage Employer since 2019.

2.5 These actions demonstrate a general improvement in the Highland Council's gender equal pay gaps in the 2 years since the last report.

The 2023 gaps are as follows:

2023	Combined Gap	Full Time Gap	Part Time Gap
All Employees	+4.5%	-15.8%	+20.8%
Non-Teaching Employees	+9.3%	-9.3%	+20.6%
Teaching Employees	+4.9%	+4.3%	+11.2%
SJC* Employees	+10.6%	-8.2%	+21.5%

**Scottish Joint Council (HC01 to HC15)*

Note: A positive figure denotes a gap to the advantage of male employees. A negative figure denotes a gap to the advantage of female employees.

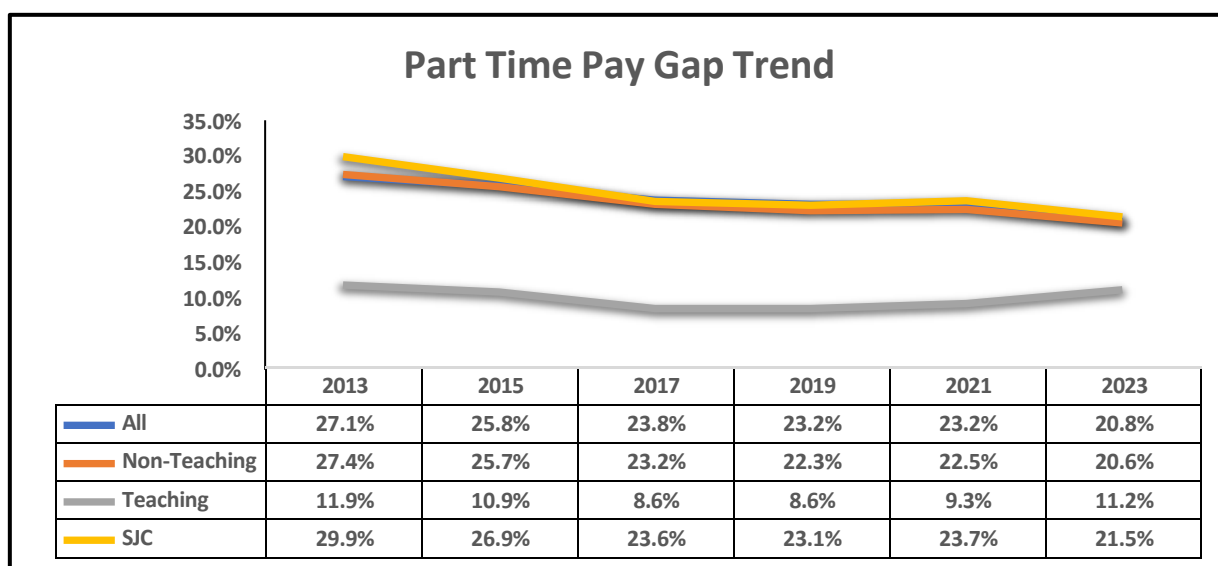
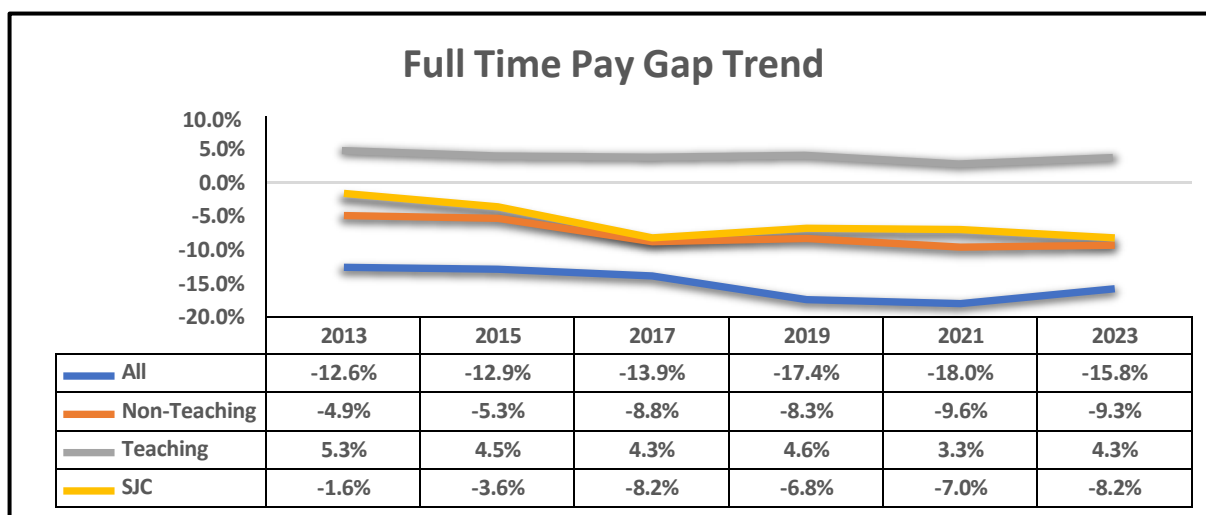
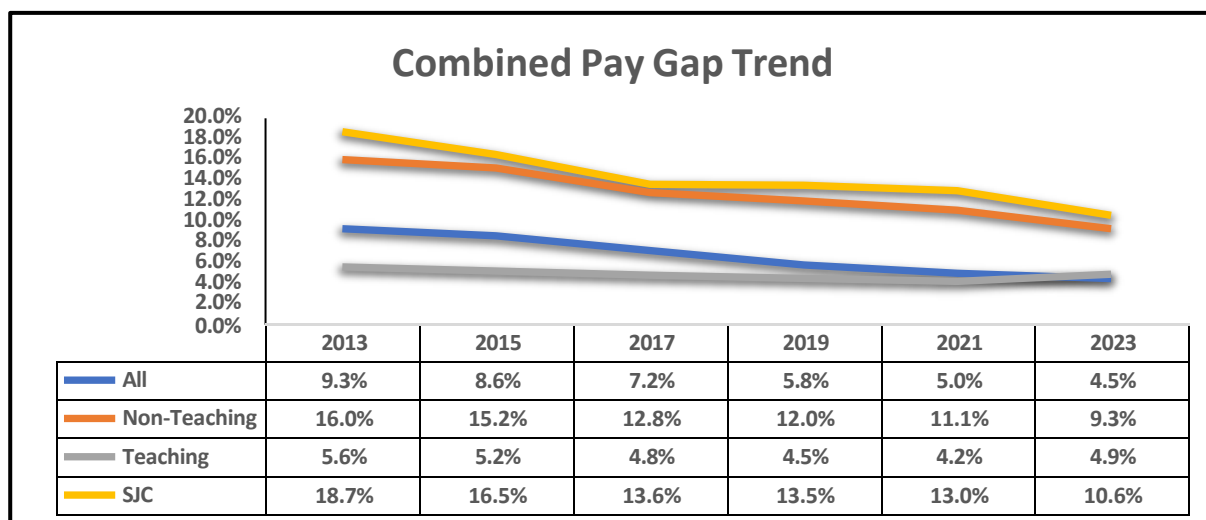
2.6 Improvements in these pay gaps over the period 2021-2023 are as follows:

Improvements 2021 - 2023	Combined Gap	Full Time Gap	Part Time Gap
All Employees	0.5%	2.2%	2.4%
Non-Teaching Employees	1.8%	0.3%	1.9%
Teaching Employees	-0.7%	-1.0%	-1.9%
SJC* Employees	2.4%	-1.2%	2.3%

** Scottish Joint Council (HC01 to HC15)*

Note: A positive figure denotes a gap to the advantage of male employees. A negative figure denotes a gap to the advantage of female employees.

2.7 Trends in the Council's gender pay gaps since they were first recorded in 2013 are set out below.



2.8 The Council's pay gaps are interesting in that the full time pay gaps generally benefit women. The part time pay gaps for all employees are more in line with what would be expected given the composition of our workforce. This marked difference between the full time and part time gaps suggests that one of the underlying reasons for the combined gap is the greater availability of part time and term time work in the lower pay grades.

2.9 Median Pay Gap

The median pay gap is calculated and based on all employees

2023 Median Pay Gap	Female	Male	Gap
Combined Gap	£14.78	£16.69	+11.4%
Full Time Gap	£23.21	£16.91	-37.3%
Part Time Gap	£13.25	£16.91	+21.6%

Highland Council do not pay bonus. Allowances are based on hourly rates already analysed in the hourly pay gaps.

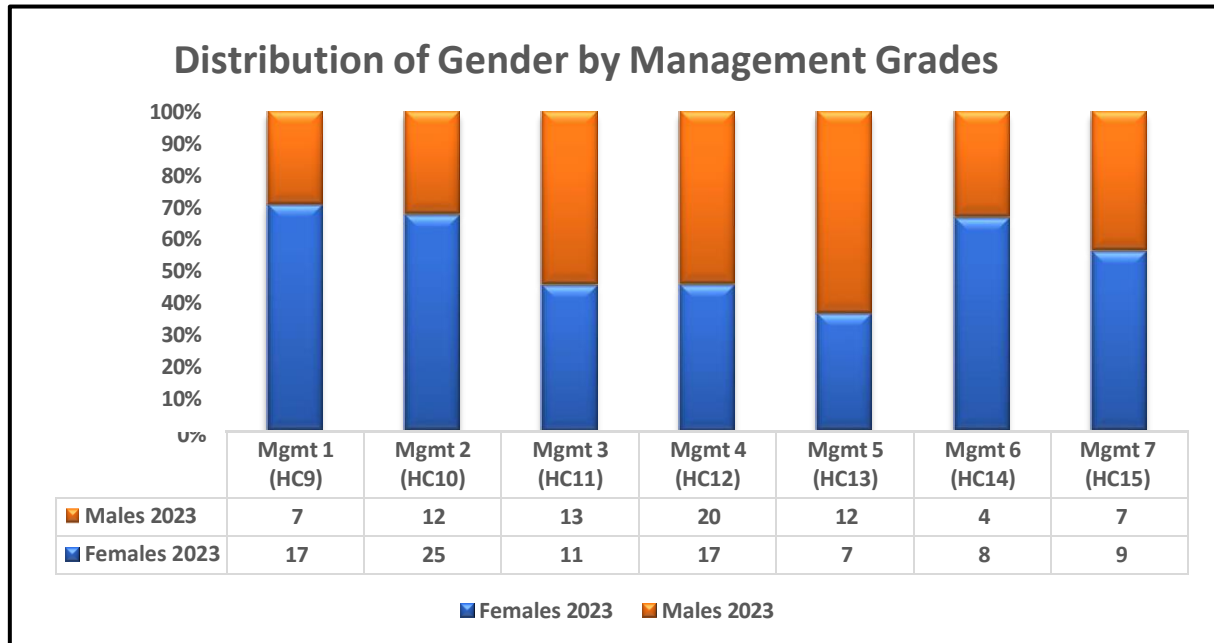
The proportion of men and women in each pay quartile is as follows:

Quartile	Male	Female
Q1	25.8%	74.2%
Q2	31.1%	68.9%
Q3	24.7%	75.3%
Q4	21.8%	78.2%

3. Women in Management

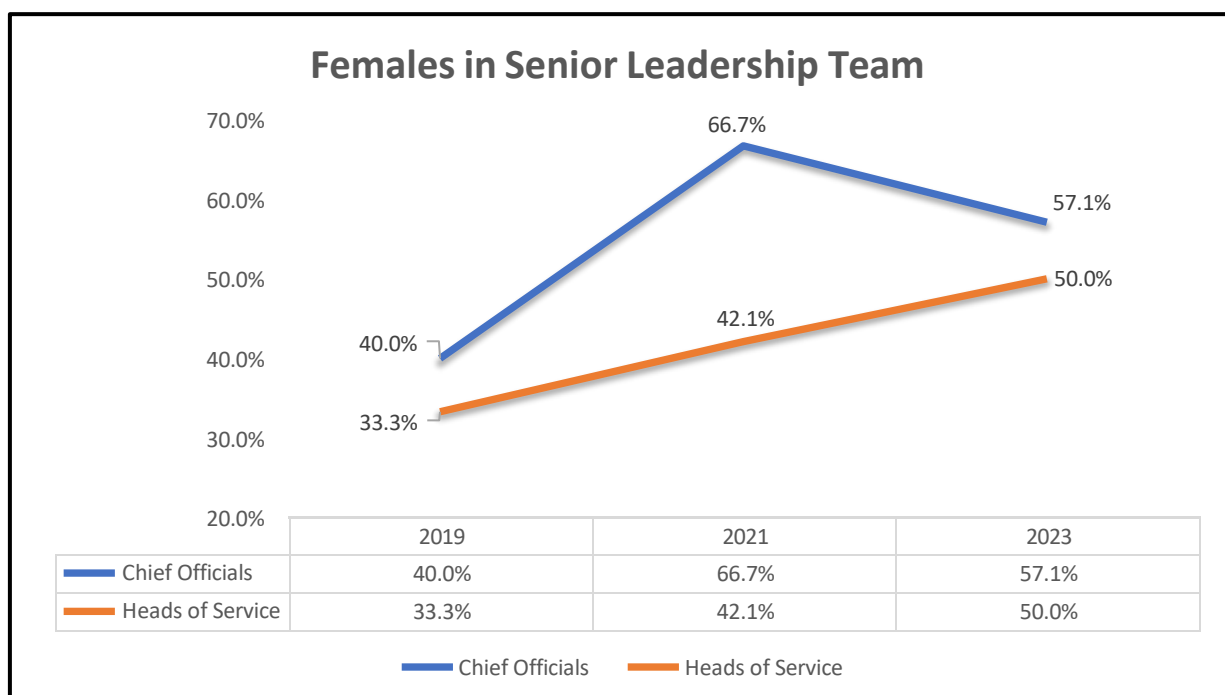
3.1 The combined pay gap relating to all SJC Management employees graded HC09 to HC15 has reduced year on year and is now at 3.6%.

3.2 In 2023, 55.6% of the managers employed in SJC Management posts are women. This is a 2.4% increase since 2021.



3.3 Senior Leadership Team

In 2023, 52.4% of the senior leadership team (Heads of Service and Chief Officials) are women. Since 2021, although the number of Chief Officials has reduced, overall there is an upward trend of 2.4%.



4. Next Steps

- 4.1 Although significant improvements are in evidence since the first Equal Pay Report in 2013, it is imperative to maintain momentum. This will be particularly important going forward as the gaps could be impacted by the current cost of living crisis, ongoing recovery post covid and the continued evolving workforce composition.

A review of strategic workforce planning is ongoing with recommended actions driving change in how the organisation designs and develops roles to meet future service requirements. The distribution of the workforce is extensive, with a significant percentage of employees working out with the Council's Inverness Headquarters.

Hybrid and Remote ways of working have evolved and increased thus providing opportunities for flexibility with the potential to effect gender segregation within roles.

Ongoing monitoring of our pay structure, policies and recruitment processes should continue to have a positive impact on future gender pay gap reporting.