



Private & Confidential

Gender Pay Gap Report 2019

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Introduction

Creative Scotland is the public body that supports the arts, screen and creative industries across all parts of Scotland on behalf of everyone who lives, works or visits here.

We enable people and organisations to work in and experience the arts, screen and creative industries in Scotland by helping others to develop great ideas and bring them to life.

We distribute funding from the Scottish Government and The National Lottery.

Gender pay gap reporting

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, amended by the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016, set out the legal requirement for public sector organisations to publish a gender pay gap report. These Regulations came into force on 31 March 2017. There is a legal requirement for Creative Scotland to publish gender pay gap information in April 2017 and no later than 30th April every second year thereafter.

A gender pay gap is a measure of the difference in the average pay of men and women, regardless of the nature of their work, across an entire organisation. The gender pay gap can be driven by the different number of men and women across all roles.

It is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

Gender pay gap metrics

The Regulations on gender pay gap reports require employers to report on the following six key metrics;

1. percentage of men and women in each hourly pay quarter,
2. mean (average) gender pay gap using hourly pay,
3. median gender pay gap using hourly pay,
4. percentage of men and women receiving bonus pay,
5. mean (average) gender pay gap using bonus pay, and
6. median gender pay gap using bonus pay.

Creative Scotland employees do not receive bonus pay. This report will, therefore, only cover points one to three above.

The gender pay gap report uses the hourly pay of full pay employees; that is someone who is employed and receiving full pay during the specified pay period, known as the snapshot date.

On the snapshot date of 31st March 2019 there were 127 people employed within Creative Scotland (including the CEO); 34.65% male and 65.35% female.

When the gender pay gap for Creative Scotland was analysed in 2017, the analysis did not include the CEO of Creative Scotland. This report will, therefore, provide gender pay gap figures for the mean and the median that include and exclude the CEO, to provide a comparison with the 2017 report.

Gender pay gap results

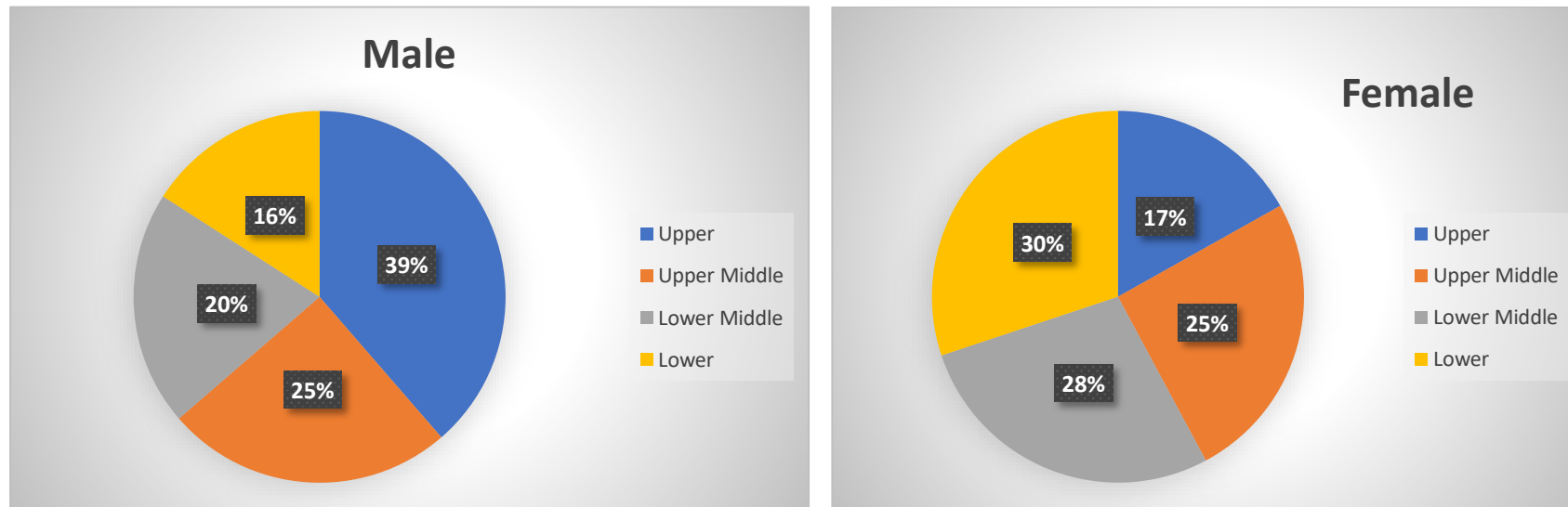
Percentage of men and women in each hourly pay quarter

Quartile	Female	Male
Upper pay quartile (75% - 100%)	45.16%	54.84%
Upper middle pay quartile (50% - 75%)	65.63%	34.38%
Lower middle pay quartile (25% - 50%)	71.88%	28.13%
Lower pay quartile (0% - 25%)	78.13%	21.88%

The table below illustrates the above information in a bar graph.



Although not a reporting requirement under the Regulations, the pie charts below show that when the distribution of males and females across each of the quartiles is analysed, although males account for only 34.65% of the overall workforce, 64% of all males are found in the upper and upper middle quartiles. There is a more even spread of females, except in the upper quartile.



The mean (average) gender pay gap in hourly pay

The mean, commonly known as the average, is calculated by adding up the wages of all employees and dividing the figure by the total number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. The mean gender pay gap for hourly pay within Creative Scotland in 2019 was 20.63% including the CEO and 17.09% excluding the CEO. This compares to a mean gender pay gap of 13.3% in 2017.

The median gender pay gap in hourly pay

The median is the figure that falls in the middle of a range when the wages of all employees are lined up from the lowest to the highest salary. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

In 2019 there was a 15.45% median gender pay gap, including the CEO. There was no difference to this figure when excluding the CEO. This compares to a median gender pay gap of 15.3% in 2017.

The National Picture

	The mean (average) gender pay gap 2019	The median gender pay gap 2019
United Kingdom	17.4%*	8.9%*
Scotland	14.3%*	7.1%*
Creative Scotland	20.63%	15.45%

*information provided by the Office for National Statistics (ONS)

Understanding the figures

- One reason for a gender pay gap within Creative Scotland is that there are fewer males employed than females. 34.65% of the workforce are male; a ratio of almost two females for every one male. Where organisations are predominantly one gender or the other, gender pay gaps can easily arise and relatively small changes in the balance of genders can have a significant impact.
- Although males account for approximately one third of the workforce, when data on the proportion of females and males distributed across the pay quartiles is analysed (see pie charts above), it can be seen that 64% of all males are found in the upper and upper middle pay quartiles. There is a more even spread of females, except in the upper quartile. This is another reason for the gender pay gap.
- The distribution within the upper pay quartile between male and females is more balanced, although it is the only quartile where there are more males than females; 54.84% male and 45.16% female. The proportion of males in this quartile has increased from 52% in 2017; this will have contributed to the widening of the gender pay gap.

Measures already in place

- Creative Scotland have in place an analytical job evaluation scheme and structured pay scales that apply to all posts, with the exception of the CEO.
- Creative Scotland conduct anonymised recruitment processes and use mixed gender panels for selection interviewing.
- Creative Scotland offers employees enhanced pay for family friendly leave.

Actions

- Creative Scotland will ensure flexible working practices that are already in place are applied fairly across all levels of roles, subject to fulfilling the organisation's needs.
- Creative Scotland will keep its family-friendly policies under regular review and ensure that men are not overlooked as potential carers outside of the workplace.