



**Private & Confidential**

**Gender Pay Gap Report 2021**

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**Law At Work Ltd**

**[www.lawatwork.co.uk](http://www.lawatwork.co.uk)**

**Kintyre House,**

**205 West George Street,**

**Glasgow, G2 1AL**

**Tel:**

**Lead Contact:**

**Lynn Lavelle**

**Senior HR Consultant**

**Tel:**

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**Law At Work Ltd, HR At Work**

## 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.

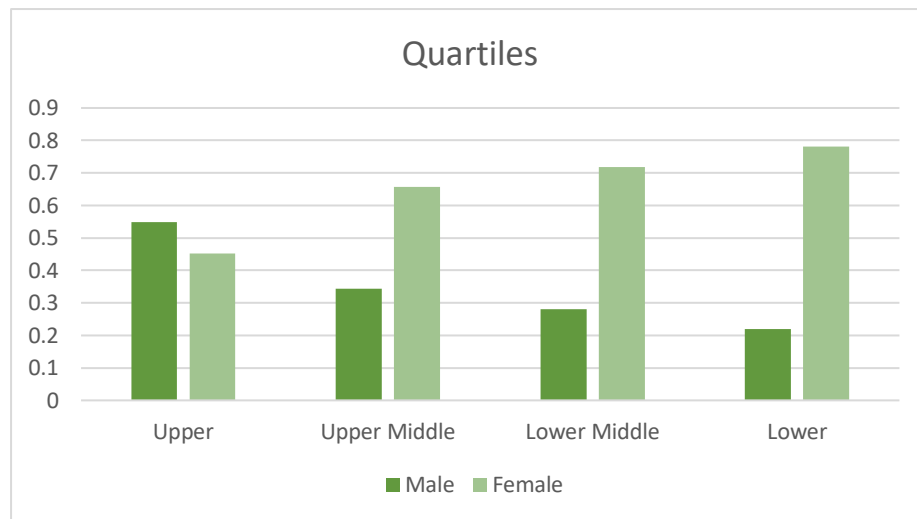
On the snapshot date of 31<sup>st</sup> March 2021 there were 132 people employed within Creative Scotland (including the CEO); 33.33% male and 66.67% female.

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.

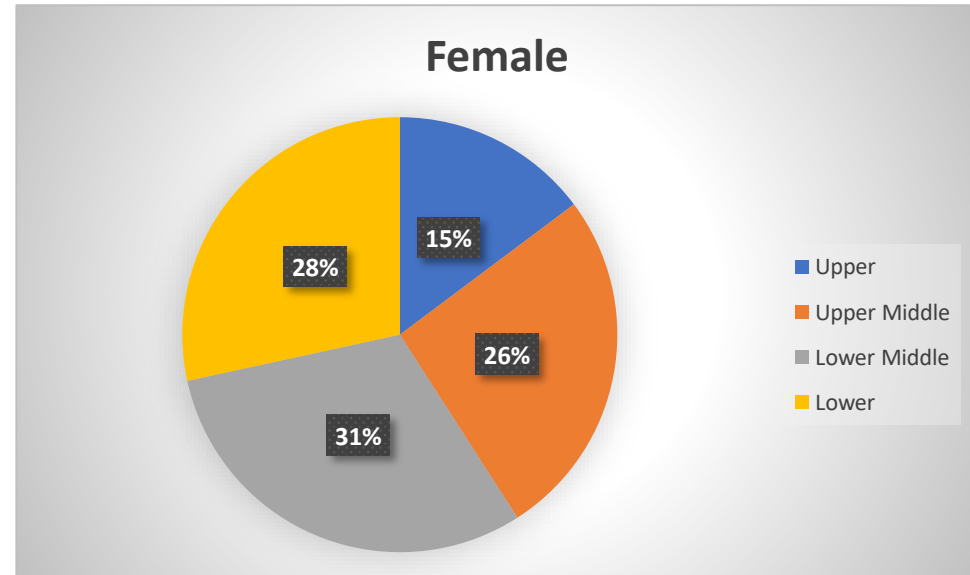
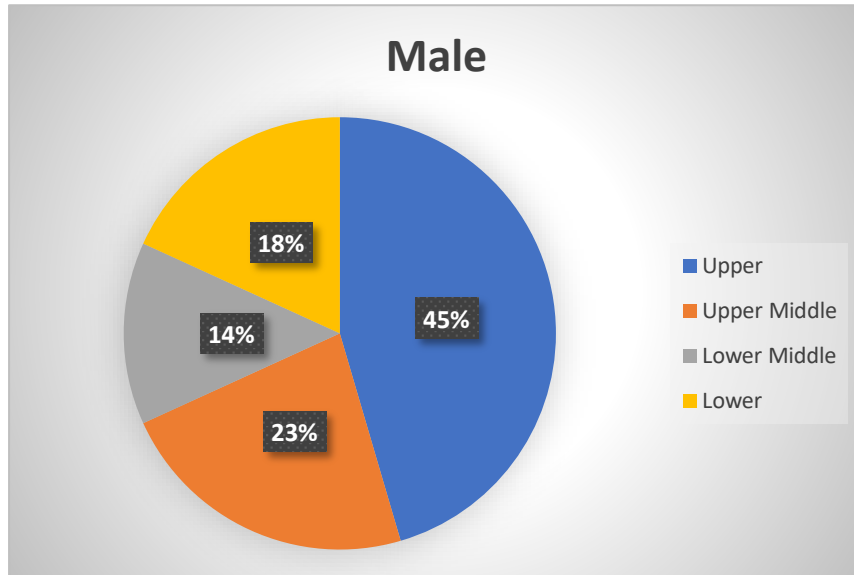
### Gender pay gap results

#### Percentage of men and women in each hourly pay quarter

Quartile	Female	Male
Upper pay quartile (75% - 100%)	39.40%	60.60%
Upper middle pay quartile (50% - 75%)	69.70%	30.30%
Lower middle pay quartile (25% - 50%)	81.80%	18.20%
Lower pay quartile (0% - 25%)	75.80%	24.20%



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 33.33% of the overall workforce, 78% of all males are found in the upper and upper middle quartiles. This compares to 64% in 2019. There continues to be a more even spread of females, except in the upper quartile where there is 15% of the female workforce. This compares to 17% in 2019.



### 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 2021 was 22.20% including the CEO and 18.58% excluding the CEO. The table below compares the mean gender pay gap for 2021 with that of 2017 and 2019.

Year	Mean (including CEO)	Mean (excluding CEO)
2017	N/A	13.3%
2019	20.63%	17.09%
2021	22.20%	18.58%

### 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 2021 there was a 24.70% median gender pay gap, including the CEO. There was no difference to this figure if the CEO was excluded.

The table below compares the median gender pay gap for 2021 with that of 2017 and 2019.

Year	Median
2017	15.3%
2019	15.45%
2021	24.70%

### The National Picture

There is no accurate national data available as yet for 2021.

### Understanding the figures

- One reason for a gender pay gap within Creative Scotland is that there are fewer males employed than females; 33.33% of the workforce are male; a ratio of two females for every one male. This compares to 34.65% in 2019. 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 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 78% of all males are found in the upper and upper middle pay quartiles. This has increased from 64% in 2019. This has contributed to the increased gender pay gap in 2021 when compared to 2019.
- The distribution within the upper pay quartile between male and females continues to be more balanced than the other quartiles. It remains, however, the only quartile where there are more males than females; 60.60% male and 39.40% female. The proportion of males in this quartile has increased from 52% in 2017 and 54.84% in 2019. This is another explanation for the change in the gender pay gap between 2019 and 2021.

### Measures already in place

- Creative Scotland has 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.
- Creative Scotland has undertaken to carry out an equal pay audit every two years.

### Actions

- Creative Scotland will conduct an end to end review of its recruitment practices.
- 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.