NATIONAL GALLERIES SCOTLAND

Gender Pay Gap Report

April 2015

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This document has been published in accordance with regulation 7(1) of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

Introduction

This report contains the Gender Pay Gap (as of 31 January 2015) for the National Galleries of Scotland (NGS), as required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

A breakdown of staff by working pattern is also included.

Gender Pay Gap

The Gender Profile of NGS at 31 January 2015 was as follows:

Male	154
Female	189
Total no. of staff	343

- Of the total 343 employees at 31 January 2015, 45% were male and 55% were female.
- 6.5% of male employees and 4.8% of female employees are in senior management bands (SMT and Band 3).
- There are 16 male and 14 female employees in senior management bands, representing a 53%/47% split.
- There are 20 male and 37 female employees at middle management bands (Bands 4 and 5), representing a 35%/65% split and showing a significantly greater proportion of females.
- There is a higher proportion of women in the administrative bands (Bands 6 and 7) represented by a male/female split of 40%/60%.
- Each band has a higher proportion of females than males. Previously Band 8 was 54% male, but over the last two years, there has been an increase in females working in this security and retail category.

The following table shows the Gender Pay Gap, as at 31 January 2015. It has been calculated using basic salaries for each employee and averaged out for each band.

	Female		**Male**		
Band	**Average of FTE Salary**	**Head-count**	**Average of FTE Salary**	**Head-count**	**% by which male employees are paid more than female employees**
SMT & 3	50,567	13	56,188	15	10.00%
4	37,775	11	39,814	5	5.12%
5	29,742	26	29,800	15	0.20%
6	23,957	30	24,275	17	1.31%
7	18,419	20	19,059	16	3.36%
8	15,478	88	15,959	85	3.02%
TOTAL	**22,847**	**188**	**23,288**	**153**	**1.89%**

Key points to note from this information are:

- While men earn more at each band level, the percentage variations are minimal except for the most senior posts.
- The biggest gap is in the senior band (SMT & 3), where there are a higher number of male employees at SMT level, which attract a higher salary and therefore raises the average. These two bands have been combined to maintain anonymity for the female members of the SMT.
- There is no obvious explanation for the differential at Band 4, apart from some variations in service length. In comparing like with like roles, the salary levels appear to be fair.
- Overall, there is a 1.89% difference between what men and women earn.

Pay levels and gender differences are routinely monitored. The last full detailed analysis was conducted in 2012 and the next review is due by 31 December 2015. The current overall pay gap between men and women stands at 1.89%.

Working Patterns

The following table shows a simple breakdown of employees by part-time and full-time work, split by gender and grade. It does not take into account other forms of flexible working, such as compressed hours, and it should be noted that several posts are intentionally part-time.

	Male				**Female**			
	Bands SMT & 3	**Bands 4 & 5**	**Bands 6 & 7**	**Bands 8 & Cleaner**	**Bands SMT & 3**	**Bands 4 & 5**	**Bands 6 & 7**	**Bands 8 & Cleaner**
Part-time	0	3	3	41	2	10	10	60
Full-time	15	17	30	44	11	27	40	28
Totals	15	20	33	85	13	37	50	88

Key points from the above table

- From a total of 129 part-time staff, 64% are female (82) and 36% are male (47).Around 30 new part time posts have been created since the last review in 2013, with 2/3 of these new posts being taken by females.
- 31% of male employees and 44% of female employees work part-time, showing an increase in part time positions for both groups since the last review in 2013.
- The majority of part-time employees are in Band 8. (30% of total staff). Band 8 comprises mainly security and retail staff.
- Only two senior managers out of 28 (both female) work part-time. (Bands SMT and 3.)

Monitoring

The Gender Pay Gap will be reviewed and published every two years, due next in April 2017.

Further Information

For additional information on NGS' approach to equality, please contact:

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