



Statements on Equal Pay and Occupational Segregation

April 2023

To request a copy of this document in an alternative format, such as large print or hard copy, please call 0131 624 6473 or email equalities@nationalgalleries.org

This document has been published in accordance with regulation 8(1) of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

Introduction

This report contains the Equal Pay policy statement and the Occupational Segregation report for the National Galleries of Scotland (NGS), as required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

For further details of NGS' approach to equality including how we are embedding the General Equality Duty of the Equality Act 2010, please refer to our Equality Outcomes and Mainstreaming Equality report, available on our website or by contacting us on the details given at the end of this document. Details of the Gender Pay Gap are also available separately.

Equal Pay Policy Statement

NGS is committed to the principle of equal pay for all our employees. We believe in developing and supporting a diverse workforce in which everyone is fairly rewarded and has equal opportunity to reach their full potential.

We recognise that males and females should receive equal pay for work of equal value and that this is enshrined in both UK and European law. We recognise also the importance of equality across all of the characteristics protected under the Equality Act 2010: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In this regard NGS operates a pay and reward system which is transparent and free from bias.

In order to ensure equal pay across NGS, we will:

- Review pay on an annual basis in relation to age, gender, disability and ethnicity, and identify any pay anomalies which require action.
- Share the results of the Equal Pay Audit with staff and the trade unions.
- Ensure that all employees have equal access to training and development opportunities.
- Identify areas of occupational segregation and take positive action to address them.
- Provide guidance and training for those involved in determining pay and the job evaluation process.

This statement will be reviewed every four years.

Occupational Segregation

The following sets out the occupational segregation of employees at National Galleries of Scotland, based on employee information held at 31 March 2023.

The occupational segregation information provided here relates to the concentration in particular grades and in particular occupations of women and men.

Gender Split

At 31 March 2023, there were **383** employees (permanent and fixed term) at NGS, split as follows:

	Male	Female
Count	145	238
%	38%	62%

Vertical Segregation

Vertical segregation by gender

The table below shows the numbers and percentages of males and females at each pay band. Those which show the greatest difference between the concentration of male and female employees are Bands 4 and 6.

Grade	Female		Male		Grand Total
	Count	%	Count	%	
Band 3	12	67%	6	33%	18
Band 4	29	76%	9	24%	38
Band 5	38	64%	21	36%	59
Band 6	33	72%	13	28%	46
Band 7	29	64%	16	36%	45
Band 8	92	54%	78	46%	170
SMT	5	71%	2	29%	7
Grand Total	238	62%	145	38%	383

Vertical segregation of employees by declared disability and ethnicity

The following tables show, by band, the percentages of employees who have declared a disability and the breakdown of employees by ethnicity.

Headcount figures have not been provided to reduce the likelihood of individuals being identified from the data, as the numbers are very small in some cases.

There is still a significant amount of under-reporting for these protected characteristics which will need to be addressed. It is therefore difficult to draw any other meaningful conclusions from the data.

Disability by grade

	No	Prefer not to say	Yes	Unknown
Band 3	2.1%	0.0%	0.0%	2.6%
Band 4	6.8%	0.8%	0.0%	2.3%
Band 5	10.2%	0.0%	0.8%	4.4%
Band 6	6.8%	0.0%	0.0%	5.2%
Band 7	7.8%	0.0%	0.3%	3.7%
Band 8	23.2%	0.8%	2.6%	17.8%
SMT	1.3%	0.0%	0.0%	0.5%
NGS	58.2%	1.6%	3.7%	36.6%

Ethnicity by grade

	Any mixed or multiple ethnic background	Any other ethnic background	Chinese or Chinese British	Indian or Indian British	White (UK)	Any other white background	Unknown
Band 3	0.0%	0.0%	0.0%	0.0%	2.1%	0.8%	1.8%
Band 4	0.0%	0.0%	0.0%	0.0%	7.3%	1.0%	1.6%
Band 5	0.0%	0.0%	0.0%	0.0%	8.9%	3.1%	3.4%
Band 6	0.3%	0.0%	0.0%	0.0%	4.7%	2.1%	5.0%
Band 7	0.0%	0.5%	0.0%	0.0%	5.5%	2.9%	2.9%
Band 8	0.0%	1.0%	0.3%	0.3%	21.9%	5.5%	15.4%
SMT	0.0%	0.0%	0.0%	0.0%	1.0%	0.5%	0.3%
NGS	0.3%	1.6%	0.3%	0.3%	51.4%	15.9%	30.3%

Horizontal Segregation

To analyse by occupation type the concentrations of male and female employees, employees who have declared a disability and by ethnicity, we have presented the data by directorate and in some cases grouped similar departments together to aggregate results. The results are presented below.

Horizontal Segregation by Gender

Directorate	Female	Male
Collection & Research	85%	15%
Collections Care	62%	38%
Director-General's Office*	80%	20%
Operations**	55%	45%
Public Engagement	70%	30%
Trading Company	61%	39%
NGS	62%	38%

* Director-General's Office: Director-General's Office, Planning and Performance Team and the Development Team.

**Operations: Estates & Facilities Management, Finance, HR, IT and Security & Visitor Services.

The results show that there is a greater proportion of female employees in many departments. It should be noted that the SVS department makes up around 44% of the total workforce. In comparison, the Director-General's Office has 15 employees.

Horizontal Segregation by Disability and Ethnicity

Disability by department

	No	Prefer not to say	Yes	Unknown
Collection & Research	9.1%	0.0%	0.3%	2.9%
Collections Care	7.6%	0.3%	0.8%	5.2%
Director-General's Office	2.3%	0.3%	0.3%	1.0%
Operations	29.0%	1.0%	2.1%	21.9%
Public Engagement	3.1%	0.0%	0.0%	2.9%
Trading Company	7.0%	0.0%	0.3%	2.6%
NGS	58.2%	1.6%	3.7%	36.6%

Ethnicity by department

	Any mixed or multiple ethnic background	Any other ethnic background	Chinese or Chinese British	Indian or Indian British	White (UK)	Any other white background	Unknown
Collection & Research	0.0%	0.0%	0.0%	0.0%	8.1%	2.6%	1.6%
Collections Care	0.0%	0.3%	0.0%	0.0%	6.0%	3.1%	4.4%
Director-General's Office	0.0%	0.0%	0.0%	0.0%	2.3%	0.8%	0.8%
Operations	0.3%	1.3%	0.3%	0.3%	25.1%	8.1%	18.8%
Public Engagement	0.0%	0.0%	0.0%	0.0%	2.3%	0.8%	2.9%
Trading Company	0.0%	0.0%	0.0%	0.0%	7.6%	0.5%	1.8%
NGS	0.3%	1.6%	0.3%	0.3%	51.4%	15.9%	30.3%

As mentioned above, the under-reporting for these characteristics makes meaningful analysis difficult. We recognise this and will aim to improve the levels of reporting.

Further Information

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

Planning and Performance Team
 National Galleries of Scotland
 73 Belford Road
 Edinburgh
 EH4 3DS
 Tel: 0131 624 6473
 Email: equalities@nationalgalleries.org