



Gender Pay Gap Report

April 2023

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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 March 2023) 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 March 2023 was as follows:

Female	238
Male	<u>145</u>
Total no. of staff	<u>383</u>

- Of the total 383 employees at 31 March 2023, 38% were male and 62% were female.
- 5.5% of male employees and 7.1% of female employees are in senior management grades (SMT and Band 3).
- There are 17 female and 8 male employees in senior management bands, representing a 68% / 32% split.
- There are 67 female and 30 male employees at middle management bands (Bands 4 and 5), representing a 69% / 31% split and showing a significantly greater proportion of females.
- There is a higher proportion of females in the administrative bands (Bands 6 and 7) represented by a female/male split of 68% / 32%.
- There is also a slightly higher proportion of females in the front of house role pay band (Band 8) represented by a female/male split of 54% / 46%.

The following table shows the Gender Pay Gap, as at 31 March 2023. It has been calculated using basic salaries for each employee and averaged out for each band.

Band	Female		Male		% by which male employees are paid more than female employees
	Average of FTE Salary	Headcount	Average of FTE Salary	Headcount	
SMT	76,932	5	82,703	2	7.50%
3	60,412	12	62,057	6	2.72%
4	45,067	29	45,687	9	1.38%
5	35,391	38	36,133	21	2.10%

6	29,582	33	29,525	13	-0.19%
7	24,600	29	25,234	16	2.58%
8	21,055	92	21,055	78	0.00%
TOTAL	31,042	238	28,535	145	-8.08%

Key points to note from this information are:

- Males earn more at each band level except Band 8 which is a single pay point, and band 6 where females earn minimally more (<1%).
- It is worthwhile to note the percentage difference has decreased in all bands since the last reporting period (2021). The exception to this trend is Band 4 where there has been a minimal increase (<1%).
- The biggest disparity is at the highest pay band, SMT (excluding LT), the difference can be attributed to length of service in the pay band, with males having an average of 8.5 years' service and females 2.5 years.
- The differences in Band 3, Band 5 and Band 7 can also be attributed to length of service. Average length of service in each pay band can be found below:

		Average of LOS in band		
		Band 3	Band 5	Band 7
Female		9.49	4.38	4.09
Male		15.99	7.79	6.18

- Overall, male employees earn less than female colleagues. This can be explained by the fact there are more females than males in the higher pay bands. In Bands SMT to 4 (the top three grades), there are 46 females compared to 17 males.

There will be a full equal pay audit across the organisation later this year.

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.

	Female							Male							Totals
	Band SMT	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	Band SMT	Band 3	Band 4	Band 5	Band 6	Band 7	Band 8	
Full-time	4	10	24	26	29	21	16	2	6	8	14	12	15	37	224
Part-time	1	2	5	12	4	8	76	0	0	1	7	1	1	41	159
Totals	5	12	29	38	33	29	92	2	6	9	21	13	16	78	383

Key points from the above table

- From a total of 159 part-time staff, 68% are female (108) and 32% are male (51).
- 35% of male employees and 42% of female employees work part-time, a split which is similar to the position in the last three reports. In 2021 the split was 33% of male employees and 42% of female employees.
- The majority of part-time employees are in Band 8 (30.5% of total staff). Band 8 comprises mainly security and front of house staff and this grade accounts for 44% of overall headcount.
- Only 3 (all female) senior managers out of 25 work part-time.

Monitoring

The Gender Pay Gap will be reviewed and published every two years, due next in April 2025.

Further Information

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

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