



Gender Pay Gap Report

April 2017

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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 2017) 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 2017 was as follows:

Male	159
Female	<u>204</u>
Total no. of staff	<u>363</u>

- Of the total 363 employees at 31 January 2017, 44% were male and 56% were female.
- 7.5% of male employees and 7.4% of female employees are in senior management bands (SMT and Band 3).
- There are 12 male and 15 female employees in senior management bands, representing a 44% / 56% split.
- There are 25 male and 36 female employees at middle management bands (Bands 4 and 5), representing a 41% / 59% split and showing a significantly greater proportion of females.
- There is a higher proportion of women in the administrative bands (Bands 6 to 8) represented by a male/female split of 56% / 44%.

The following table shows the Gender Pay Gap, as at 31 January 2017. 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	Head-count	Average of FTE Salary	Head-count	
SMT & 3	52,626	15	56,781	12	7.90%
4	37,480	10	41,570	5	10.91%
5	29,832	26	30,475	20	0.02%
6	24,989	38	24,951	14	(0.00%)
7	19,026	24	19,159	21	0.01%
8	16,502	92	16,689	86	0.01%
TOTAL	23,743	205	23,327	158	(0.02%)

Key points to note from this information are:

- While men earn more at each band level except one (band 6), the percentage variations are minimal except for the most senior posts.
- The biggest disparity is at Band 4, where the most obvious difference is variations in service length. In comparing like with like roles, the salary levels appear to be fair.
- Overall, female employees earn 0.02% more than male colleagues.

Pay levels and gender differences are routinely monitored. 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.

	Male				Female			
	Bands SMT & 3	Bands 4 & 5	Bands 6 & 7	Band 8	Bands SMT & 3	Bands 4 & 5	Bands 6 & 7	Band 8
Part-time	0	5	3	43	3	7	10	67
Full-time	12	20	32	43	12	29	51	24
Totals	12	25	35	86	15	36	61	93

Key points from the above table

- From a total of 138 part-time staff, 63% are female (87) and 37% are male (51).
- 32% of male employees and 43% of female employees work part-time, a split which is almost identical to the position in 2015 (31% and 44% respectively).
- The majority of part-time employees are in Band 8. (26% of total staff). Band 8 comprises mainly security and retail staff.
- Only three (all female) senior managers out of 27 work part-time.

Monitoring

The Gender Pay Gap will be reviewed and published every two years, due next in April 2019.

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