



Advancing Equality Pay Gap Update

Committee Personnel

Date of meeting 23 August 2019

Date of report 7 August 2019

Report by Assistant Chief Executive

1. Object of report

To provide the Committee with an update on SPT's pay gap information following the publication of SPT's Advancing Equality Pay Gap Update 2019.

2. Background

The gender pay gap is the difference between men and women's average hourly earnings and is not the same as unequal pay. The UK average gender pay gap figure is 17.1% and varies considerably across sectors. If there is an unequal distribution of people with one protected characteristic throughout an organisation this may in itself lead to a pay gap, for example, if more men than women are employed in senior roles and more women than men employed in junior roles this will result in a gender pay gap, however this does not necessarily indicate that this is because of pay discrimination.

SPT published an Advancing Equality Pay Gap Update in April 2019 which reported an overall pay gap, based on average hourly basic pay, of 9.5% as at December 2018. The gender pay gap widens to 17.5% when comparing overall earnings including allowances as a result of historic labour market patterns resulting in significantly more men than women working in technical roles that attract shift and weekend hour allowances for working unsociable hours.

The full report can be accessed at <https://bit.ly/2YNe2s5>

3. Current position

The analysis attached at Appendix 1 is based on data for the year to 31 December 2018, thus ensuring it is consistent with SPT's bi-annual cycle of reporting. In line with the Equality and Human Rights Commission (EHRC) guidance, the analysis focuses on occupational and vertical segregation data for the following groups:

- i. men and women;
- ii. persons who are disabled and persons who are not; and
- iii. persons who fall into a minority racial group and persons who do not.

The Regulations require SPT to publish data on full pay relevant employees which means that employees who received less than full pay because of taking leave, such as those receiving statutory maternity pay or reduced sick pay, or who were employed for only part of the year, are excluded from the analysis.

All SPT staff were invited to complete an equal opportunities monitoring form in the autumn of 2018 which increased the amount of equalities information held. This data forms the basis of the analysis. However, as some staff chose to respond 'prefer not to say' and others did not provide any data at all, some of the sample sizes in the analysis are small and represent a subset of SPT's overall headcount.

4. Proposal

Detailed pay gap analysis will be completed in line with the bi-annual reporting cycle, the next being due by April 2021. In the meantime, SPT will focus on developing and delivering against its equality action plan which includes measures to improve the quality of equalities data held, through regular requests to staff to complete equal opportunities monitoring, and considering how it can attract a more diverse range of candidates for positions in all occupations and at all levels in the organisation.

5. Recommendation

The Committee is asked to note the attached "Advancing Equality Pay Gap Update" at Appendix 1.

6. Consequences

Policy consequences	<i>None directly.</i>
Legal consequences	<i>None directly.</i>
Financial consequences	<i>None directly.</i>
Personnel consequences	<i>None directly.</i>
Equalities consequences	<i>None directly.</i>
Risk consequences	<i>None directly.</i>

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Title **Assistant Chief Executive**

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For further information, please contact *Valerie Davidson, Assistant Chief Executive*, on 0141-333 3298.

Equality Report - Pay Gap Information

This update provides detailed analysis to supplement that published in SPT's Advancing Equality 2019 report in line with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

The gender pay gap is the difference between men and women's average hourly earnings and is not the same as unequal pay. The UK average figure is 17.1% as reported by the Office for National Statistics in October 2018 and varies considerably across sectors. If there is an unequal distribution of people with one protected characteristic throughout an organisation this may in itself lead to a pay gap; for example, if more men than women are employed in senior roles and more women than men employed in junior roles this will result in a gender pay gap. However this does not necessarily indicate that this is because of pay discrimination. This update focuses on occupational and vertical segregation data for the following groups:

- i. men and women;
- ii. persons who are disabled and persons who are not; and
- iii. persons who fall into a minority racial group and persons who do not.

SPT's gender pay gap is 17.5%. The report is based on data for the year to 31 December 2018. The Regulations require SPT to publish data on full year pay relevant employees which means that employees who received less than full pay due to leave, such as those receiving statutory maternity pay or reduced sick pay, or who were employed for only part of the year, are excluded. As a result, the sample size is 336

All SPT staff were invited to complete an equal opportunities monitoring form in November 2018 which increased the amount of equalities information held. This data forms the basis of this analysis. However, some staff chose to 'prefer not to say' and others did not provide any data and as a result, some of the sample sizes in this analysis are quite limited and are substantially smaller than our headcount. This will have an effect on the overall figures.

OCCUPATIONAL SEGREGATION

SPT employs a wide range of role types. For the purposes of this occupational segregation analysis, all roles have been categorised into one of five broad groups: Administrative (Admin), Engineering & Maintenance (E&M), Operations (Ops Customer-Facing Staff), Professional (Prof) and Chief Officials roles.

The following tables provide details of the average hourly base pay rate, the average pay rate including allowances and the respective percentage pay gap for each occupational group against 3 protected characteristics Disability, Ethnicity and Gender.

Table 1: By Disability %

Category	Average Hourly rate base pay only	Average Hourly including allowances	Number
Admin - Disabled	£13.69	£13.69	6
Admin - No Disability	£14.22	£14.65	67
% gap	-3.7%	-6.5%	
E&M - Disabled	£14.58	£19.70	10
E&M - No Disability	£16.26	£20.43	57
% gap	-10.3%	-3.5%	
Ops - Disabled	£10.97	£12.04	11
Ops - No Disability	£13.09	£14.76	81
% gap	-16.1%	-18.4%	
Prof - Disabled	£19.25	£19.27	12
Prof - No Disability	£21.17	£21.46	58
% gap	-9.0%	-10.2%	
Chief Officials - Disabled	-	-	-
Chief Officials - No Disability	£61.24	£62.61	4
% gap	N/A	N/A	
All staff - Disabled	£14.86	£16.48	39
All staff - No Disability	£16.53	£18.12	267
% gap	-10.1%	-9.0%	

Note: Of the full pay relevant employees, only 306 have confirmed themselves to be either having 'no disability' (n=267) or 'having a disability' (n=39); a further 10 employees 'preferred not to say' while others chose not to provide any data.

Table 2: By Ethnicity %

Category	Average Hourly rate base pay only	Average Hourly including allowances	Number
Admin – Non White	-	-	-
Admin - White	£14.07	£14.45	75
% gap	N/A	N/A	
E&M – Non White	-	-	-
E&M - White	£15.48	£19.86	77
% gap	N/A	N/A	
Ops – Non White	£11.61	£11.66	5
Ops - White	£12.84	£14.49	91
% gap	-9.5%	-19.5%	
Prof – Non White	£23.55	£24.19	2
Prof - White	£20.75	£20.98	70
% gap	13.5%	15.3%	
Chief Officials – Non White	-	-	-
Chief Officials - White	£61.24	£62.61	4
% gap	N/A	N/A	
All staff – Non White	£15.02	£15.24	7
All staff - White	£16.13	£17.82	317
% gap	-6.8%	-14.4%	

Note: Small sample sizes; 94% of staff employed at 31/12/2018 confirmed they are white.

Table 3: By Gender %

Category	Average Hourly rate base pay only	Average Hourly including allowances	Number
Admin – Female	£13.42	£13.48	51
Admin - Male	£15.95	£16.35	27
% gap	-15.8%	-17.5%	
E&M – Female	-	-	-
E&M - Male	£15.50	£19.86	83
% gap	N/A	N/A	
Ops – Female	£12.31	£13.66	31
Ops - Male	£12.96	£14.65	66
% gap	-5.0%	-6.7%	
Prof – Female	£18.91	£19.02	34
Prof - Male	£22.27	£22.61	40
% gap	-15.0%	-15.8%	
Chief Officials – Female	£66.93	£66.93	1
Chief Officials - Male	£59.34	£61.16	3
% gap	12.7%	9.4%	
All staff – Female	£15.05	£15.60	117
All staff – Male	£16.63	£18.93	219
% gap	-9.5%	-17.5%	

Note: There are no women in Engineering and Maintenance roles whilst men are employed at all levels including the lower technical grades many of which attract allowances for shift working.

VERTICAL SEGREGATION

All roles are allocated to a grade structure based upon job evaluation and are aligned to SPT pay scales. In order to produce meaningful information, for the purposes of this analysis several broadly equivalent grades have been grouped together.

The following tables provide details of the average hourly base pay rate, the average pay rate including allowances and the respective percentage pay gap for each vertical grouping of staff based on 3 protected characteristics Disability, Ethnicity and Gender. As before the sample sizes will vary depending upon the number of employees who provided data against each of these characteristics.

Table 4 - Grades A & B

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£10.07	£11.44	5
No Disability	£10.14	£11.22	41
% gap	-0.6%	1.9%	
Female	£10.02	£10.40	24
Male	£10.25	£12.11	26
% gap	-2.2%	-14.1%	
Non White	-	-	-
White	£10.13	£11.24	49
% gap	N/A	N/A	
All staff in sample	£10.14	£11.29	50

Note: Gender pay gap widens significantly when including allowances as although both men and women work shifts in the role of Bus Station Regulator which attracts a separate shift allowance, there is a significantly higher number of men employed in this position.

Table 5 - Grade C, Infrastructure, Service Delivery Officer (1) and Technical 2 & 3 Grades

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£11.07	£12.17	12
No Disability	£11.78	£13.06	76
% gap	-6%	-6.8%	
Female	£11.87	£12.22	37
Male	£11.55	£13.65	63
% gap	2.7%	-10.5%	
Non White	£10.23	£10.28	1
White	£11.61	£13.13	94
% gap	-11.9%	-22.8%	
All staff in sample	£11.67	£13.12	100

Note: Gender pay gap widens significantly when including allowances. Both men and women work shifts. Men and women are employed in customer-facing roles as Service Delivery Assistants (Stations) where allowances are consolidated into base pay. Men and women can be employed within the Infrastructure and Technical 2/3 grades within Engineering and Maintenance which attract separate shift allowances. There are currently no women in employed in these positions.

Table 6 - Service Delivery Officer 2 and Technical 4 Grades

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£14.17	£17.58	10
No Disability	£14.08	£17.12	49
% gap	0.6%	2.6%	
Female	£12.76	£13.71	14
Male	£14.42	£18.27	52
% gap	-11.5%	-25.0%	
Non White	£11.98	£12.00	4
White	£14.17	£17.48	60
% gap	-15.4%	-31.3%	
All staff in sample	£14.07	£17.30	66

Note: As in table 5, the gender pay gap widens significantly when including allowances. Both men and women work shifts. Men and women are employed in customer-facing roles as Service Delivery Officers (Stations) where allowances are consolidated into base pay. Men and women can be employed within the Technical 4 grade within Engineering and Maintenance which attract separate shift allowances. There are currently no women employed in these positions.

Table 7 - Grade D, Technical 5 & 6 Grades

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£17.95	£20.21	4
No Disability	£18.07	£20.34	44
% gap	-0.67%	-0.6%	
Female	£18.23	£19.28	24
Male	£18.06	£21.05	28
% gap	0.9%	-8.4%	
Non White	-	-	-
White	£18.10	£20.28	50
% gap	N/A	N/A	
All staff in sample	£18.14	£20.24	52

Note: As in tables 5 and 6, the gender pay gap widens significantly when including allowances as many more men than women work within the Technical 5/6 grades within Engineering and Maintenance which attract separate shift allowances.

Table 8 - Grade E

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£21.75	£21.75	5
No Disability	£20.98	£21.14	15
% gap	3.6%	2.8%	
Female	£20.60	£20.72	10
Male	£21.36	£21.95	12
% gap	-3.5%	-5.6%	
Non White	£22.26	£22.26	1
White	£20.94	£21.58	21
% gap	6.3%	3.06%	
All staff in sample	£21.00	£21.11	22

Table 9 - Grade F

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£22.22	£22.22	2
No Disability	£24.20	£24.42	26
% gap	-8.1%	-9.0%	
Female	£24.02	£24.57	5
Male	£24.10	£24.24	24
% gap	-0.3%	1.3%	
Non White	£24.95	£26.12	1
White	£24.05	£24.21	27
% gap	3.7%	7.8%	
All staff in sample	£24.08	£24.29	29

Table 10 - Grade G

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£29.57	£29.57	1
No Disability	£33.13	£35.06	12
% gap	-10.71%	-15.6%	
Female	£31.97	£31.97	2
Male	£33.13	£35.30	11
% gap	-3.5%	-12.2%	
Non White	-	-	-
White	£32.92	£34.64	13
% gap	N/A	N/A	
All staff in sample	£32.92	£34.64	13

Note: Small sample size for disability. Gender pay gap increases male to female when including allowances (5 out of 11 males within the G Grade receive an additional allowance).

Table 11 - Chief Officials

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	-	-	-
No Disability	£62.61	£62.61	4
% gap	N/A	N/A	
Female	£66.93	£66.93	1
Male	£59.34	£61.16	3
% gap	12.7%	9.4%	
Non White	-	-	-
White	£61.24	£62.61	4
% gap	N/A	N/A	
All staff in sample	£61.24	£62.61	4

Note: Small sample size for group.

The full Advancing Equality Pay Gap Update Report is available at <http://www.spt.co.uk/corporate/about/standards-responsibility/equality/>