

Committee report



**Advancing Equality Pay Gap Update**

**Committee** Personnel

**Date of meeting** 28 April 2023

**Date of report** 18 April 2023

**Report by Director of Finance & Corporate Support**

**1. Object of report**

To provide the Committee with an update on pay gap information contained within SPT's Advancing Equality Pay Gap Update 2023.

**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 14.9% 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.

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.

**3. Current position**

All SPT staff were invited to complete an equal opportunities monitoring survey in the autumn of 2022 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 therefore represent a subset of SPT's overall headcount.

Full details can be seen in the analysis attached at Appendix 1 which is based on data for the year to 31 December 2022, 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. employees who are disabled and employees who are not; and
- iii. employees who fall into a minority racial group and employees who do not.

SPT published its Advancing Equality Pay Gap Update in March 2023 which reported an overall pay gap, based on average hourly basic pay, of 5.2% as at December 2022. The gender pay gap widens to 15.3% 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.

#### 4. Proposal

Detailed pay gap analysis is completed in line with the bi-annual reporting cycle, the next being due by April 2025. In the meantime, SPT will focus on developing and delivering against its equality outcome 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>SPT will continue to promote equality of opportunity and continually monitor the gender pay gap.</i>
Risk consequences	<i>None directly.</i>
Climate Change, Adaptation & Carbon Consequences	<i>None directly.</i>

<b>Name</b>	Neil Wylie	<b>Name</b>	Valerie Davidson
<b>Title</b>	<b>Director of Finance &amp; Corporate Support</b>	<b>Title</b>	<b>Chief Executive</b>

For further information, please contact *Neil Wylie, Director of Finance & Corporate Support, on 0141-333 3380 or Janice Morgan, Head of HR, on 0141-333 3414.*

## **APPENDIX 1 – UPDATE FROM 2023 REPORT**

### **Equality Report - Pay Gap Information**

This report provides detailed analysis to supplement that published in SPT's Advancing Equality 2021 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 14.9% as reported by the Office for National Statistics in October 2022 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. employees who are disabled and employees who are not; and
- iii. employees who fall into a minority racial group and employees who do not.

SPT's gender pay gap has closed slightly from 17.7% in 2020 to 15.3% in 2022. The report is based on data for the year to 31 December 2022. 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 302.

All SPT staff were invited to complete an equal opportunities monitoring survey in November 2022 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.

## 2. 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.

2.1. Table 1: By Disability %

Category	Average Hourly rate base pay only	Average Hourly including allowances	Number
Admin - Disabled	£15.87	£17.26	8
Admin - No Disability	£16.37	£16.63	63
% gap	<b>-3%</b>	<b>-3.6%</b>	
E&M - Disabled	£17.20	£17.20	12
E&M - No Disability	£17.92	£23.26	68
% gap	<b>-4%</b>	<b>-26%</b>	
Ops - Disabled	£13.74	£17.27	9
Ops - No Disability	£14.72	£17.01	61
% gap	<b>-6.6%</b>	<b>1.4%</b>	
Prof - Disabled	£24.76	£24.76	8
Prof - No Disability	£22.79	£23.43	58
% gap	<b>7.9%</b>	<b>5.3%</b>	
Strategy - Disabled	-	-	0
Strategy - No Disability	£67.00	£68.84	3
% gap	<b>NA</b>	<b>NA</b>	
All staff - Disabled	£17.71	£21.45	37
All staff - No Disability	£18.46	£20.68	253
% gap	<b>-4%</b>	<b>3.5%</b>	

**Note:** Of the 302 full pay relevant employees, 290 responded confirming their disability status, 253 have no disability and 37 confirming they have a disability. 7 employees preferred not to say while 5 employees chose not to provide any data.

**2.2. Table 2: By Ethnicity %**

Category	Average Hourly rate base pay only	Average Hourly including allowances	Number
Admin – MEB	-	-	0
Admin - White	£16.38	£16.76	72
% gap	<b>NA</b>	<b>NA</b>	
E&M – MEB	-	-	0
E&M - White	£17.72	£23.46	82
% gap	<b>NA</b>	<b>NA</b>	
Ops – MEB	-	-	0
Ops - White	£14.62	£17.14	72
% gap	<b>NA</b>	<b>NA</b>	
Prof – MEB	£18.41	£18.41	3
Prof - White	£23.49	£24.07	65
% gap	<b>-21.6</b>	<b>-23.5%</b>	
Strategy – MEB	-	-	0
Strategy - White	£67.00	£68.84	3
% gap	<b>NA</b>	<b>NA</b>	
All staff – MEB	£18.41	£18.41	3
All staff - White	£18.41	£20.87	294
	<b>0%</b>	<b>-11.7%</b>	

**Note:** Small sample sizes; 97% of staff employed at 31/12/2022 confirmed they are white.

**2.3. Table 3: By Gender %**

Category	Average Hourly rate base pay only	Average Hourly including allowances	Number
Admin – Female	£14.93	£15.24	37
Admin - Male	£17.92	£18.37	35
% gap	<b>-16.6%</b>	<b>-17%</b>	
E&M – Female	-	-	0
E&M - Male	£17.73	£23.42	86
% gap	<b>NA</b>	<b>NA</b>	
Ops – Female	£14.05	£16.08	21
Ops - Male	£14.86	£17.57	51
% gap	<b>-5.4%</b>	<b>-8.4%</b>	
Prof – Female	£21.45	£21.89	31
Prof - Male	£24.79	£25.41	38
% gap	<b>-13.4%</b>	<b>-13.8%</b>	
Strategy – Female	£84.68	£88.04	1
Strategy - Male	£58.16	£59.23	2
% gap	<b>31.3%</b>	<b>32.7%</b>	
All staff – Female	£17.74	£18.53	90
All staff – Male	£18.72	£21.88	212
% gap	<b>-5.2%</b>	<b>-15.3%</b>	

**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.

### 3. 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.

#### 3.1. Table 4 - Grades A & B

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£11.68	£13.37	4
No Disability	£11.72	£13.54	37
% gap	-0.3%	-1.2%	
Female	£11.53	£12.31	19
Male	£11.89	£14.56	22
% gap	-3%	-5.4%	
MEB	0	0	0
White	£11.72	£13.52	41
% gap	NA	NA	
All staff in sample	£11.72	£13.52	41

**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.

#### 3.2. 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	£13.26	£15.51	8
No Disability	£13.42	£15.07	63
% gap	-1.1%	2.2%	
Female	£13.63	£13.92	24
Male	£13.29	£15.87	50
% gap	2.4%	-12.2%	
MEB	£14.16	£14.16	1
White	£13.41	£15.25	72
% gap	-5.2%	-7.1%	
All staff in sample	£13.40	£15.24	74

**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. There are currently no women 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.

### 3.3. Table 6 - Service Delivery Officer 2 and Technical 4 Grades

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£16.49	£23.47	11
No Disability	£15.68	£19.77	54
% gap	<b>-4.9%</b>	<b>15.7%</b>	
Female	£15.80	£18.39	11
Male	£15.83	£20.91	58
% gap	<b>-0.3%</b>	<b>-12%</b>	
MEB	0	0	0
White	£15.82	£20.42	67
% gap	<b>NA</b>	<b>NA</b>	
All staff in sample	£15.83	£20.50	69

**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 (Driving & Stations) where allowances are consolidated into base pay. There are currently no women employed within the Technical 4 grade within Engineering and Maintenance which attract separate shift allowances. There are currently no women employed in these positions.

### 3.4. Table 7 - Grade D, Technical 5 & 6 Grades

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£19.78	£24.43	8
No Disability	£19.92	£22.78	41
% gap	<b>-0.7%</b>	<b>6.7%</b>	
Female	£20.40	£21.18	19
Male	£19.63	£24.13	31
% gap	<b>3.7%</b>	<b>-12.2%</b>	
MEB	£16.57	£16.57	1
White	£19.99	£23.14	49
% gap	<b>-17.1%</b>	<b>-28.3%</b>	
All staff in sample	£19.92	£23.01	50

**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.

**3.5. Table 8 - Grade E**

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£23.18	£24.02	4
No Disability	£24.02	£23.48	23
% gap	<b>-3.4%</b>	<b>2.2%</b>	
Female	£23.08	£23.12	11
Male	£23.54	£23.91	18
% gap	<b>-1.1%</b>	<b>-3.3%</b>	
MEB	£24.51	£24.51	1
White	£23.29	£23.54	27
% gap	<b>4.9%</b>	<b>3.9%</b>	
All staff in sample	£23.37	£23.61	29

**3.6. Table 9 - Grade F**

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£28.09	£28.09	1
No Disability	£27.44	£28.26	20
% gap	<b>2.3%</b>	<b>-0.6%</b>	
Female	£28.09	£28.64	4
Male	£27.37	£28.18	18
% gap	<b>2.5%</b>	<b>1.6%</b>	
MEB	0	0	0
White	£27.47	£28.25	21
% gap	<b>NA</b>	<b>NA</b>	
All staff in sample	£27.50	£28.26	22

**3.7. Table 10 - Grade G**

Category	Average Hourly rate base pay only	Average Hourly rate including allowances	Number
Disability	£38.53	£38.53	1
No Disability	£37.15	£39.01	13
% gap	<b>3.5%</b>	<b>-1.2%</b>	
Female	£38.53	£38.53	1
Male	£37.15	£39.01	13
% gap	<b>3.5%</b>	<b>-1.2%</b>	
MEB	0	0	0
White	£37.24	£38.98	14
% gap	<b>NA</b>	<b>NA</b>	
All staff in sample	£37.24	£38.98	14

**Note:** Small sample size for disability and female. Gender pay gap increases male to female when including allowances (6 out of 13 males within the G Grade receive an additional allowance).



**3.8. Table 11 - Chief Officials**

<b>Category</b>	<b>Average Hourly rate base pay only</b>	<b>Average Hourly rate including allowances</b>	<b>Number</b>
<b>Disability</b>	0	0	0
<b>No Disability</b>	£67.00	£68.84	3
<b>% gap</b>	<b>NA</b>	<b>NA</b>	
<b>Female</b>	£85.68	£88.04	1
<b>Male</b>	£58.16	£59.23	2
<b>% gap</b>	<b>32.1%</b>	<b>32.7%</b>	
<b>MEB</b>	0	0	0
<b>White</b>	£67.00	£68.84	3
<b>% gap</b>	<b>NA</b>	<b>NA</b>	
<b>All staff in sample</b>	£67.00	£68.84	3

**Note:** Small sample size for group.