

CARNEGIE COLLEGE

Gender Pay Gap Information

As reported on by Northgate Arinso
April 2013

Equality Act 2010 (Specific Duties) (Scotland) Regulations Summary Extracts.

A 'listed authority' under the Equality Act 2010, of which the College is one, must publish gender pay gap information no later than 30 April 2013. Gender pay gap information is the percentage difference between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime). This is produced as one set of comparative figures for the whole workforce. All staff, including part-time and temporary employees are included. In addition an analysis of occupational segregation is included to support the College publication requirements under the Act.

Table 1: Occupational Segregation by Gender by Grade (Vertical Segregation)

Equal Work Group	Organisation	Male			Female		
	Count	Count	% of Group	% of Male	Count	% of Group	% of Female
No Grade	5	3	60	1.61	2	40	0.74
1	2	0	0	0	2	100	0.74
2	2	1	50	0.54	1	50	0.37
3	24	9	37.5	4.84	15	62.5	5.58
4	50	8	16	4.3	42	84	15.61
5	38	15	39.47	8.06	23	60.53	8.55
6	28	12	42.86	6.45	16	57.14	5.95
7	51	19	37.25	10.22	32	62.75	11.9
8	22	4	18.18	2.15	18	81.82	6.69
9	13	6	46.15	3.23	7	53.85	2.6
10	11	3	27.27	1.61	8	72.73	2.97
11	3	2	66.67	1.08	1	33.33	0.37
12	10	5	50	2.69	5	50	1.86
13	2	0	0	0	2	100	0.74
WPA	17	8	47.06	4.3	9	52.94	3.35
Learning Centre Coord	5	2	40	1.08	3	60	1.12
Lecturer	169	87	51.48	46.77	82	48.52	30.48
Assistant Principal	2	1	50	0.54	1	50	0.37
Principal	1	1	100	0.54	0	0	0
	455	186	40.88	100	269	59.12	100

Carnegie College have 455 employees. Of this 186 are male or 40.88% of the overall population and for female employment the figures are 269 or 59.12%. Within each grade, in general we see a greater proportion of females in the majority of grades. No pattern of bias is of significance within the grade structure.

Table2: Occupational Segregation by Gender by Role (Horizontal Segregation):

Roles which are gender dominant (greater than 70% occupation) are highlighted as follows. Only roles with greater than two occupants are listed:

Job Title	F	%	M	%	Grand Total
Lecturer	46	44.66%	57	55.34%	103
Customer Services Advisor	30	93.75%	2	6.25%	32
Offender Learning Prog. Tutor	16	69.57%	7	30.43%	23
Curriculum Leader	12	50.00%	12	50.00%	24
Offender Learning Lecturer	12	85.71%	2	14.29%	14
Programme Tutor	12	66.67%	6	33.33%	18
Temporary Lecturer	9	36.00%	16	64.00%	25
Work Place Assessor	8	50.00%	8	50.00%	16
Administration Assistant	7	100.00%		0.00%	7
Assistant Head of School	7	87.50%	1	12.50%	8
Finance Administrator	7	77.78%	2	22.22%	9
Learner Assistant	6	60.00%	4	40.00%	10
Invigilator	5	71.43%	2	28.57%	7
Access Centre Co-ordinator	3	100.00%		0.00%	3
Contracts & Performance Asst	3	100.00%		0.00%	3
Head of School	3	75.00%	1	25.00%	4
Lead HR/Staff Development Advr	3	100.00%		0.00%	3
Learning Centre Co-ordinator	3	60.00%	2	40.00%	5
Library Resources Assistant	3	100.00%		0.00%	3
Technician	2	28.57%	5	71.43%	7
ICT Technician		0.00%	5	100.00%	5
Property Assistant - Level 2		0.00%	6	100.00%	6
Technical Assistant		0.00%	5	100.00%	5

Female Dominant >70%

Male Dominant > 70%

The above table highlight gender dominant roles. There is a notable gender bias in favour of female employment in areas of Administration, in particular Customer Services. Male dominance is noted in Technical areas such as Technician and Property Services. The most populous group within the College are Lecturers, however an overall gender balance is noted in terms of headcount within this group.

Table 3: Gender pay gap.

Equal Work Group	Male		Female			
	Count	Avg Total Hourly Rate	Count	Avg Total Hourly Rate	Difference (£)	Pay Gap (%)
No Grade	3	19.92	2	27.49	-7.58	-38.04
1	0		2	6.39		
2	1	7.6	1	6.93	0.67	8.84
3	9	8.17	15	8.21	-0.04	-0.53
4	8	8.7	42	8.83	-0.12	-1.4
5	15	10.45	23	10.11	0.34	3.24
6	12	12.08	16	11.94	0.14	1.12
7	19	13.52	32	13.53	-0.02	-0.12
8	4	16	18	15.28	0.71	4.47
9	6	18.28	7	18.59	-0.3	-1.65
10	3	22.5	8	22.85	-0.35	-1.54
11	2	24.11	1	24.11	0	0
12	5	26.96	5	27.02	-0.06	-0.22
13	0		2	29.85		
WPA	8	14.25	9	14.27	-0.02	-0.14
Learning Centre Coord	2	19.24	3	19.24	0	0
Lecturer	87	17.71	82	17.85	-0.14	-0.8
Assistant Principal	1	38.5	1	39.73	-1.23	-3.19
Principal	1	60.28	0			
	186	16.05	269	14.58	1.47	9.16

Carnegie College has a gender pay gap in favour of male employees of 9.16% on the basis of the percentage difference between average total hourly rate pay (excluding overtime) between men and women.

The gender pay gap is predominantly as a result of the relative higher numbers of male Lecturers as a proportion of total male employment than for females. Lecturers account for 46.8% of overall male employment whereas the figure is 30.5% for females.