

Gender Pay Gap

Scottish Police Authority/Police Scotland

Are there specific issues with gender pay within the Scottish public and private sectors?

Despite the introduction of the Equal Pay Act in 1970 women continue to have a different experience of the labour market to men, "Scotland's gender pay gap is persistent at 15%, employer action on addressing women's inequality at work has been very slow. (Scottish Parliament debate on gender and the workplace June 2016 Close the Gap Briefing).

There have been different requirements on the Public and private sectors in relation to gender pay.

Public authorities are required to proactively address gender inequality, Section 149 of the Equality Act 2010 imposed a general duty on 'public authorities' and other bodies when exercising public functions to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation, and other prohibited conduct;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

The specific duties in Scotland were created by secondary legislation in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 as amended. The purpose of the specific duties is to support the delivery of the general equality duty. Public authorities in Scotland who are covered by the specific public sector duty are required to publish statements on equal pay, information on the gender pay gap, and occupational segregation within their organisation. They are also required to report the steps that they are taking to proactively address any inequalities. Further regulations were introduced in 2015 and 2016 including a requirement to publish the gender composition of their boards and succession plans to increase board diversity.

Close the Gap has undertaken 2 assessments of public sector employer's compliance with the public sector Equality duty and reports that "Public authorities' performance on the gender and employment requirements of the public sector equality duty has been poor, with few taking actions to address inequalities".

Private and third sector employers with 250 or more employees in the UK are now required to undertake and publish mandatory gender pay gap information with their first pay gap reports being due by the 4th April 2018.

Whilst these mandatory reporting requirements are welcome they will not in themselves lead to gender equality in the workplace. There is no single cause for the pay gap; factors include - discrimination, undervaluing of roles predominately done by women, disproportionality of men in best paid positions, motherhood, caring responsibilities continuing to be primarily undertaken by women, costs of childcare.

Further awareness and understanding of the links between the economic case for addressing women's labour market inequality need to be actioned i.e. closing the gender gap in employment could add £17bn to Scotland's economy.

Specifically within Policing most members of SPA/police staff retain remuneration outcomes that were derived from a number of differing analytical job evaluation schemes and associated pay structures. This is due to staff being transferred from predecessor forces and agencies across Scotland on 1 April 2013 with protected terms and conditions. We continue to use an interim job evaluation scheme and pay structure in order to ensure a consistency of analytical approach to pay and grading. We have developed a national Job Evaluation Scheme as part of wider modernisation strategy that will allow us to implement a single pay and grading structure as soon as practically possible.

Gender Pay Gap - SPA/Police Staff

The gender pay gap for staff base pay (excluding allowances and overtime) is 12.0%. This increases to 13.0% when calculated including shift allowance + weekend working allowance.

This is a decrease in the SPA/Police Staff gender pay gap since 2015 when the gender pay gap for staff base pay (excluding allowances and overtime) was 12.9%.

Gender Pay Gap - Police Officers

The gender pay gap for police officer base pay (excluding allowances and overtime) is 4.1%. This increases to 5.8% when calculated to include all allowances.

This is a decrease in the figure of 4.3% published in 2015.

There is no comparison for the gender pay gap including all allowances for 2015.

What are some examples of gender pay policies leading to more effective and successful businesses?

Implementation of the 2015-16 pay policy (the Scottish Government's commitment to a living wage for staff under its direct control benefits and a minimum £300 pay uplift for those earning £21,000 or less) can be seen to benefit both men and women at the lower end of the salary scale. As many of those employees are women, the targeted measures protects them from pay restraint and in many cases provides a positive benefit.

The policy has helped in reducing the gender pay gap as it has increased the overall base levels of pay for those at the lower end where there is a higher concentration of women.

What are some examples of good or bad practice within Scotland or internationally?

Guidance and expertise in women's participation in the labour market in Scotland is provided by Close the Gap a partnership working in Scotland to support employers, employees and policymakers to enable and encourage action to address the causes of women's inequality at work. They are a key stakeholder for Police Scotland and SPA.

Challenging gender stereotypes in early years e.g. Close the Gap work to address occupational segregation in schools "Be What you want"

Scottish National Equality Improvement Project (SNEIP) was established by the Scottish Government, EHRC and Close the Gap to provide the collective leadership, partnership and collaboration necessary to help drive improved performance on the public sector equality duty. SNEIP is a collaborative project which tests ideas and shapes improvement activity, with a Sounding Board comprising equality networks including the Equality Challenge Unit, Health Board Network, Scottish Councils Equality Network (SCEN), COSLA, Police Scotland and Scottish Fire and Rescue Service.

Police Scotland and SPA have a number of diversity staff associations including the Scottish Women's Development Forum (SWDF) who advise Police Scotland, Scottish Police Authority and Scottish Government about gender equality within the Scottish police service.

SWDF Specialisms Committee has been created to review and promote equality, accessibility and opportunity in specialist roles for all police officers and police staff and will with make recommendations to Police Scotland on the recruitment, training and retention of staff in specialist roles.

Flexible working, work-life balance or family friendly are all terms for policies that enhance the ability of employees to manage paid work with the responsibilities of caring for their families.

Equal Pay Day The current gender pay gap means that women effectively stop earning relative to men on a day in November. The day is referred to as Equal Pay Day and varies according to the actual pay gap each year – in 2016 Equal Pay Day was the 10th of November.

The Pay and Grading Team of Police Scotland/SPA are also currently undertaking a complex data gathering exercise relating to SPA/police to identify issues in terms of the gender pay gap. Gender pay gap data will continue to be used to inform the development of a new pay and grading

structure for SPA/police staff, so that Police Scotland/SPA can reinforce and improve their committed position on equal pay.

Police officer pay is established by the Police Negotiating Board (PNB). Although we do not determine the pay systems for police officers, we are committed to identifying and taking appropriate actions within our control to support pay equality. Any findings out with our control will be notified to PNB.

In support of this commitment to equal pay, we will:

- Continue to progress our Staff Pay and Reward Modernisation Project to ensure that we are an organisation that has a fair, equitable and affordable pay policy and appropriate terms and conditions that support policing priorities.
- Evaluate each role using a single analytical job evaluation scheme in establishing pay for members of staff.
- Identify, examine and address occupational segregation where it is found.
- Provide training and guidance for those involved in determining pay and the job evaluation process.
- Continue to engage with 'Close the Gap', a partnership initiative working in Scotland on gender equality.
- Continue to improve communications through the use of the intranet and roadshows, informing police officers and SPA/police staff of how reward practices work and how their own reward is determined.
- Respond to grievances and other concerns on equal pay.
- Continue to consult with trade union representatives to discuss and agree changes to reward policy, where appropriate.

What are the wider economic and social benefits of closing the gender pay gap?

These have been addressed in a number of papers Gender Equality Pays Close the Gap and Glasgow Caledonian University April 2016, Fawcett Society publications

The Scottish Government voluntary initiative, the Scottish Business Pledge, and the Partnership for Change 50/50 by 2020 campaign are representative of the Government's understanding of gender equality as an economic advantage.

We are interested in responses from individuals, SMEs and other businesses, and interest groups to the following questions:

What role can procurement policy play in promoting equal pay?

The specific public sector duty places a requirement on listed public authorities to consider award criteria and conditions in relation to public

procurement. Consideration could be given to ensuring that public procurement contracts are given to organisations who report their Equality Pay statement, gender pay gap and action plan to reduce the gap.

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