Gender Pay Gap

VisitScotland

At VisitScotland we take the gender pay gap very seriously and have recently completed an internal gender pay gap review which demonstrated that while we still have some work to do, we have a pay gap of generally less than 5% across all our grades.

We understand the importance of closing this gap throughout the Scottish economy to create a more cohesive and equal society. Undervaluing of women’s work and the consequent underutilisation of women’s skills is a lost resource for the Scottish economy and indeed for society at large. These skills and talents are vital for the economic and social development of Scottish society and this should also be reflected in how we value these attributes in monetary terms.

We believe there are steps which can be taken to promote equal pay for women which includes:

- **Formal opportunities for young women from secondary school age and upwards to spend time in industry and organisations where they can receive encouragement and support across the whole range of possible careers – no limitations. This should be geared to emphasising what they can achieve regardless of their gender.**

- **Equality of opportunity across the whole modern apprentice environment. This is a brilliant way to ensure both genders have access to the full range of possible careers.**

- **All organisations must take steps to ensure recruitment and selection is entirely gender-neutral with appropriate checks / balances and reviews built in to ensure this. We think current legislation is sufficient for this, but that there is work to be done in educating managers. For example we run courses in recognising “unconscious bias” to help managers develop insight into these issues.**

- **As part of the actions from VisitScotland’s Equalities Mainstreaming Report due to be published in April 2017 all HR policies like recruitment & selection will undergo further Equality Impact Assessments to ensure we are monitoring for any adverse impact on women**

- **Better career management with the opportunity to maintain and update skills and knowledge during times away from the organisation for child-related activities.**

- **Acknowledgement that time away from the workplace for child-related activity is *not* time-out from a career.**
Women who choose to work part-time or flexibly must not be disadvantaged as a result and should be afforded the same opportunities for promotion and pay increases as men who may choose to work on a full-time basis. We acknowledge this may mean a culture change for some organisations. We believe the public sector can lead the way as a source of good practice in this regard.

Women must be given the same opportunities as male colleagues to embrace new technological changes and to develop ongoing new digital skills.

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