

## **Additional Updated Equality Information April 2021**

**Addendum to Equality Outcomes Mainstreaming Progress Report published on 24<sup>th</sup> March 2021**

### **Statement on Equal Pay**

#### **MWC Equal Pay Statement**

MWC supports the principle of equality in employment and believes that staff should receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent ; or
- work of equal value.

This is regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation, in accordance with the Equality Act 2010.

MWC understands that the right to equal pay between women and men is a legal right under both domestic and European law.

MWC recognises that in order to achieve equal pay for employees doing the same or broadly similar work, work rated as equivalent, or work of equal value, it should operate pay systems which are transparent, based on objective criteria and free from bias.

The objective is to eliminate unfair, unjust or unlawful practices that impact on pay equality.

To that end, MWC will undertake the following actions;

- Review and monitor this policy statement and achievement against the key actions detailed below.
- Ensure there are communication systems in place to inform all employees on how pay practices work and how their pay is determined. Included will be information about what policies exist to deal with any concerns about their pay.
- Ensure that all those involved in making decisions about pay, benefits and grading decisions are provided with policies and guidance to enable consistent and fair practice.
- Continuously monitor our existing and future pay practices for all our employees, including part-time workers, those on fixed term contracts or contracts of unspecified duration, and those on pregnancy, maternity or other authorised leave.
- Undertake regular monitoring and review of the impact of our practices in line with the Equality Act 2010.

If a member of staff wishes to raise a concern at a formal level within MWC relating to equal pay, the Grievance Policy is available for their use.

## Gender Pay Gap

As a listed public body MWC is required to publish a gender pay gap figure. This is the percentage difference between male employees' average hourly pay and female employees' average hourly pay (both excluding overtime).

MWC's overall gender pay gap at March 2021 is 14.09%. (This figure gives the difference between men's and women's pay as a proportion of men's pay). Further analysis on vertical segregation (the clustering of employees with certain protected characteristics at particular levels of the grade structure) and horizontal segregation (clustering of staff with certain protected characteristics into specific job types) is being undertaken).

	Average Salary *			
	All staff	Male	Female	Pay gap
All staff (including Chief Executive)	£47,413	£52,456	£45,067	14.09%

\* Based on basic annual salaries (salary rate) as at 31st March 2021

MWC's overall gender pay gap at March 2017 was 26.10% so there is a significant improvement.

At present, it is not possible to have meaningful disability or ethnicity pay gap figures as the number of staff reporting their ethnic origin is too small and similarly with disability.

MWC is actively encouraging the disclosure of data amongst employees for better quality data, which can more reliably be used for more detailed analysis and meaningful pay gap statistics.

## Board Diversity and Succession Planning

### Introduction

As a public body MWC is required to meet the first reporting deadline of 30<sup>th</sup> April 2021 for the Gender Representation on Public Boards (Scotland) Act 2018, abbreviated to GRPB Act 2018.

### Background Information:

- The GRPB Act 2018 sets a Gender Representation Objective (GRO) for the boards of listed Scottish public authorities that 50% of the board's non-executive members are women, it requires appointing persons and public authorities to take steps towards achieving the GRO.
- The GRPB Act 2018 encourages boards to take positive action. Positive action measures are intended to address the disadvantage experienced by groups sharing a protected characteristic.

MWC published an Equality Outcomes Mainstreaming Progress Report on 24<sup>th</sup> March 2021 which included the information shown below on Board Diversity.

As of 31st March 2021, our Board Membership, non-executive members, is 37.5% male, compared to 55.5% male in 2016. A full breakdown of our Board membership by gender since 2016 is below.

Gender split	31 March 2016	31 March 2017	31 March 2018	31 March 2019	31 March 2020	Current
Male	5	5	6	5	3	3
Female	4	3	2	3	5	5
Total	9	8	8	8	8	8
% male	55.5	62.5	75	62.5	37.5	37.5

*Table: Board Membership by Gender since 2016*

As well as working to improve the diversity of the Board members, we seek to ensure that our serving Board members receive appropriate training and other development opportunities in relation to equality, diversity and inclusion.

The Public Appointments Team oversees the regulated public appointments process for Ministers and follows the Ethical Standards Commissioner Code of Practice.

We continue to work collaboratively with sponsor departments and the Public Appointments Team to help them improve individual campaigns.

In undertaking recruitment with executive search firms we ensure diversity is a key outcome.

Succession planning arrangements are being built upon in line with an organisational framework for succession planning.

MWC acknowledges the significant benefits of Board Diversity and Board Succession Planning and had signed up early to the Scottish Government's Partnership for Change scheme and are listed as a [partner](#), having given a voluntary commitment for gender balance on the Board of 50/50 by 2020.

The current gender breakdown, as at 31<sup>st</sup> March 2021, is 62.5% female and 37.5% male which exceeds the gender representation objective of 50/50. MWC also met and exceeded the 50/50 target set for 2020 as the gender balance was the same ratio as at 31<sup>st</sup> March 2020.

MWC has significantly improved the gender balance of the Board in recent years. Increasing the diversity at Board level and in organisational leadership has encouraged innovative thinking and led to better decision making and governance. The improvements in harnessing board gender diversity follow on from [work](#) that was done to harness the distinctive perspectives of members with particular experiences / insights.

In the most recent recruitment rounds, MWC worked with the Scottish Government to try and reach a diverse pool of potential applicants. The skills advertised related to our board member skills matrix which is refined for each recruitment.

To encourage applications from women and other groups, in the recruitment literature for Board vacancies it states that;

Scottish Ministers particularly welcome applications from groups currently under-represented on the Boards of Scotland's public bodies, **such as women**, disabled people, ethnic minorities and people aged under 50.

In the period 1<sup>st</sup> April 2020 to 31<sup>st</sup> March 2021 there were no vacancies for non-executive members.

In the period 1<sup>st</sup> April 2019 to 31<sup>st</sup> March 2020 there was one vacancy for a non-executive member. 29 applications were received, 18 applications were from women and a female member was appointed.

MWC will continue to explore options to build on Board Diversity.