



# **Statements on Equal Pay and Occupational Segregation**

**April 2021**

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This document has been published in accordance with regulation 8(1) of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012

## **Introduction**

This report contains the Equal Pay policy statement and the Occupational Segregation report for the National Galleries of Scotland (NGS), as required by the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

For further details of NGS' approach to equality including how we are embedding the General Equality Duty of the Equality Act 2010, please refer to our Equality Outcomes and Mainstreaming Equality report, available on our website or by contacting us on the details given at the end of this document. Details of the Gender Pay Gap are also available separately.

## **Equal Pay Policy Statement**

NGS is committed to the principle of equal pay for all our employees. We believe in developing and supporting a diverse workforce in which everyone is fairly rewarded and has equal opportunity to reach their full potential.

We recognise that men and women should receive equal pay for work of equal value and that this is enshrined in both UK and European law. We recognise also the importance of equality across all of the characteristics protected under the Equality Act 2010: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In this regard NGS operates a pay and reward system which is transparent and free from bias.

In order to ensure equal pay across NGS, we will:

- Review pay on an annual basis in relation to age, gender, disability and ethnicity, and identify any pay anomalies which require action.
- Share the results of the Equal Pay Audit with staff and the trade unions.
- Ensure that all employees have equal access to training and development opportunities.
- Identify areas of occupational segregation and take positive action to address them.
- Provide guidance and training for those involved in determining pay and the job evaluation process.

This statement will be reviewed every four years.

## Occupational Segregation

The following sets out the occupational segregation of employees at National Galleries of Scotland, based on employee information held at 28 February 2021.

The occupational segregation information provided here relates to the concentration in particular grades and in particular occupations of women and men.

### Gender Split

At 28 February 2021, there were **387** employees (permanent and fixed term) at NGS, split as follows:

Male	Female
155	232
40%	60%

### Vertical Segregation

#### Vertical segregation by gender

The table below shows the numbers and percentages of men and women at each pay band. Those which show the greatest difference between the concentration of male and female employees are Bands 4 and 6.

Band	Number of Employees		Percentage of employees	
	Female	Male	Female	Male
<b>SMT</b>	<10	<10	55%	45%
<b>3</b>	13	<10	62%	38%
<b>4</b>	26	10	72%	28%
<b>5</b>	34	19	64%	36%
<b>6</b>	33	15	69%	31%
<b>7</b>	29	17	63%	37%
<b>8</b>	91	81	53%	47%
<b>Total</b>	<b>232</b>	<b>155</b>	<b>60%</b>	<b>40%</b>

#### Vertical segregation of employees by declared disability and ethnicity

The following table shows, by band, the percentages of employees who have declared a disability and the breakdown of employees by ethnicity.

Headcount figures have not been provided to reduce the likelihood of individuals being identified from the data, as the numbers are very small in some cases.

There is still a significant amount of under-reporting for these protected characteristics which will need to be addressed. It is therefore difficult to draw any other meaningful conclusions from the data.

Band	Disability			Ethnicity				
	Declared disability	No disability	Unknown	White (UK)	White (Other)	Mixed or Multiple	Other (Any)	Not known
<b>SMT</b>	0%	55%	45%	36%	9%	0%	0%	55%
<b>3</b>	0%	57%	43%	57%	10%	0%	0%	33%
<b>4</b>	0%	86%	14%	92%	6%	0%	0%	3%*
<b>5</b>	2%	74%	24%	79%	8%	0%	0%	13%
<b>6</b>	2%	83%	15%	56%	25%	2%	0%	17%
<b>7</b>	0%	83%	17%	52%	35%	0%	4%	9%
<b>8</b>	5%	65%	30%	47%	24%	1%	2%	26%
<b>NGS</b>	3%	72%	26%	58%	20%	1%	1%	20%

\*numbers rounded to nearest whole number

## Horizontal Segregation

To analyse by occupation type the concentrations of male and female employees, employees who have declared a disability and by ethnicity, we have presented the data by department and in some cases grouped similar departments together to aggregate results. The results are presented below.

### Horizontal Segregation by Gender

Department	Gender	
	Female	Male
<b>Collections Care</b>	58%	43%
<b>Collection &amp; Research</b>	84%	16%
<b>DGO*</b>	80%	20%
<b>Operations (Finance, IT, HR, Estates &amp; Projects)</b>	58%	42%
<b>Security &amp; Visitor Services (SVS)</b>	51%	49%
<b>Public Engagement</b>	68%	32%
<b>NGS Trading</b>	63%	37%

\* DGO: Director-General's Office, comprising the Director-General's Office, Planning and Performance Team and the Development Team.

The results show that there is a greater proportion of female employees in many departments. It should be noted that the SVS department makes up around 45% of the total workforce. In comparison, the DGO has 15 employees.

## Horizontal Segregation by Disability and Ethnicity

Department	Disability			Ethnicity				
	Declared disability	No disability	Unknown	White (UK)	White (Other)	Mixed or Multiple	Other (Any)	Unknown
<b>Collections Care</b>	3%	73%	25%	53%	23%	0%	0%	25%
<b>Collection &amp; Research</b>	0%	80%	20%	68%	20%	0%	0%	11%
<b>DGO</b>	7%	93%	0%	80%	13%	0%	0%	7%
<b>Operations (Finance, IT, HR, Estates &amp; Projects)</b>	0%	79%	21%	72%	7%	2%	2%	16%
<b>Security &amp; Visitor Services</b>	4%	65%	31%	46%	25%	1%	2%	25%
<b>Public Engagement</b>	0%	76%	24%	68%	13%	0%	3%	16%
<b>NGS Trading</b>	3%	73%	23%	70%	17%	0%	0%	13%

As mentioned above, the under-reporting for these characteristics makes meaningful analysis difficult. We recognise this and will aim to improve the levels of reporting.

## Further Information

For additional information on NGS' approach to equality, please contact:

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