



# **Equalities Mainstreaming and Outcomes Update Report**

**April 2015**

**Parts 3 and 4**

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## Part 3

### Employee and Recruitment Information

Under regulation 6 of the Special Duties (Scotland) Regulations 2012 the Library is required to gather and use employee information; below we have details as to our staff composition covering the two years since our last report. This is broken down into two parts: up to the 31st January 2014 and then to 31st January 2015, as well as information relating to our recruitment over these two time periods. Currently we do not have reportable data on retention as a new staff development system is being implemented to allow for the recording, and reporting, of all training and development activities as well as staff retention information. It is anticipated that details on all such activity will be available as part of our next Equalities Report.

### Employee Information

**31/01/2014**

<b>Disability</b>	
<b>Row Labels</b>	<b>Headcount</b>
No	229
Prefer not to say	3
Unknown	51
Yes - not registered	5
Yes - registered	14
(blank)	9
<b>Grand Total</b>	<b>311</b>

**31/01/2015**

<b>Disability</b>	
<b>Row Labels</b>	<b>Count</b>
No	253
Prefer not to say	3
Unknown	48
Yes - not registered	5
Yes - registered	13
(blank)	11
<b>Grand Total</b>	<b>333</b>

Ethnicity		31/01/2014	
Row Labels	Headcount		
BL	1	Black;BlackScottish;Black British	
CH	3	Chinese;Chinese Scottish;Chinese British	
MI	1	Mixed or multiple ethnic group	
NP	25	Not provided	
OT	1	Other (ANY)	
PR	4	Prefer not to say	
WB	60	White (british)	
WE	8	White (england)	
WI	1	White (irish)	
WO	27	White (other)	
WS	166	White (scottish)	
WW	2	White (welsh)	
(blank)	12		
<b>Grand Total</b>	<b>311</b>		

Ethnicity		31/01/2015	
Row Labels	Headcount		
BL	1		
CH	3		
MI	1		
NP	24		
OT	2		
PR	4		
WB	64		
WE	7		
WI	3		
WO	32		
WS	176		
WW	1		
(blank)	15		
<b>Grand Total</b>	<b>333</b>		

Marital Status		31/01/2014	
Row Labels	Headcount		
Divorced	18		
Married	143		
Prefer not to say	52		
Single	93		
Widowed	2		
(blank)	3		
<b>Grand Total</b>	<b>311</b>		

Marital Status		31/01/2015	
Row Labels	Headcount		
Divorced	21		
Married	145		
Prefer not to say	51		
Single	112		
Widowed	2		
(blank)	2		
<b>Grand Total</b>	<b>333</b>		

Religion or Belief		31/01/2014	
Row Labels	Headcount		
Church of Scotland	30		
Jewish	1		
None	93		
Other - Please Specify	2		
Other Christian	13		
Prefer not to say	1		
Roman Catholic	14		
Unknown	1		
(blank)	156		
<b>Grand Total</b>	<b>311</b>		

Religion or Belief		31/01/2015	
Row Labels	Headcount		
Buddhism	1		
Church of Scotland	36		
Jewish	1		
None	105		
Other - Please Specify	2		
Other Christian	15		
Prefer not to say	2		
Roman Catholic	15		
(blank)	156		
<b>Grand Total</b>	<b>333</b>		

<b>Sexuality</b>		31/01/2014
<b>Row Labels</b>	<b>Headcount</b>	
Bisexual		3
Gay		1
Heterosexual		146
Lesbian		1
Prefer not to say		23
(blank)		137
<b>Grand Total</b>		<b>311</b>

<b>Sexuality</b>		31/01/2015
<b>Row Labels</b>	<b>Headcount</b>	
Bisexual		2
Gay		2
Heterosexual		169
Lesbian		1
Prefer not to say		23
(blank)		136
<b>Grand Total</b>		<b>333</b>

**Gender Reassignment**  
**31/01/2014**

<b>Row Labels</b>	<b>Headcount</b>
No	20
(blank)	291
<b>Grand Total</b>	<b>311</b>

**Gender Reassignment**  
**31/01/2015**

<b>Row Labels</b>	<b>Headcount</b>
No	49
Yes	2
(blank)	282
<b>Grand Total</b>	<b>333</b>

<b>Age</b>		31/01/2014
<b>Row Labels</b>	<b>Headcount</b>	
20-24		3
25-29		22
30-34		31
35-39		31
40-44		36
45-49		49
50-54		53
55-59		54
60-64		26
65+		6
<b>Grand Total</b>		<b>311</b>

<b>Age</b>		31/01/2015
<b>Row Labels</b>	<b>Headcount</b>	
20-24		3
25-29		32
30-34		35
35-39		35
40-44		33
45-49		48
50-54		58
55-59		51
60-64		28
65+		10
<b>Grand Total</b>		<b>333</b>

<b>Gender</b>		31/01/2014
<b>Row Labels</b>	<b>Headcount</b>	
Female		155
Male		156
<b>Grand Total</b>		<b>311</b>

<b>Gender</b>		31/01/2015
<b>Row Labels</b>	<b>Headcount</b>	
Female		176
Male		157
<b>Grand Total</b>		<b>333</b>

## Recruitment Information

### Age

<b>Age Band 2014</b>	<b>Applications</b>
Unknown	1406
18 - 25	30
26 - 35	41
36 - 45	13
46 - 55	14
56 - 65	1
<b>Total</b>	<b>1505</b>

<b>Age Band 2013</b>	<b>Applications</b>
Unknown	1738
18 - 25	52
26 - 35	39
36 - 45	23
46 - 55	8
56 - 65	2
<b>Total</b>	<b>1862</b>

### Disability

<b>Disability 2014</b>	<b>Application Count</b>
No	90
Prefer not to specify	1408
Yes	7
<b>Total</b>	<b>1505</b>

<b>Disability 2013</b>	<b>Application Count</b>
No	280
Prefer not to specify	1565
Yes	17
<b>Total</b>	<b>1862</b>

### Ethnicity

<b>Ethnicity 2014</b>	<b>Applications</b>
Unknown	1390
Any other mixed background	1
Any other White background	25
Asian or Asian British: Chinese	1

Asian or Asian British: Indian	4
Black or Black British: African	1
Prefer not to say	1
White: British	80
White: Irish	2
<b>Total</b>	<b>1505</b>

<b>Ethnicity 2013</b>	<b>Applications</b>
Unknown	1545
Any other mixed background	3
Any other White background	47
Asian or Asian British: Chinese	3
Asian or Asian British: Indian	4
Black or Black British: African	1
Mixed: Asian and White	1
Mixed: Black African and White	1
Other ethnic background	1
Prefer not to say	2
White: British	251
White: Irish	3
<b>Total</b>	<b>1862</b>

## Religion

<b>Religion 2013</b>	
None	67
Unknown	1738
Prefer not to say	25
Christian	31
Muslim	1
<b>Total</b>	<b>1862</b>

<b>Religion 2014</b>	
None	52
Unknown	1406
Prefer not to say	12
Christian	33
Muslim	1
Hindu	1
<b>Total</b>	<b>1505</b>

## Sexual Orientation

<b>Sexual Orientation 2013</b>	<b>Applications</b>
Unknown	1738
Bisexual	4
Gay	4
Heterosexual	102
Lesbian	1
Prefer not to say	13
<b>Total</b>	<b>1862</b>

**Sexual Orientation 2014**

Unknown  
Gay  
Heterosexual  
Lesbian  
Prefer not to say

**Applications**

1406  
3  
82  
5  
9  
**1505**



## Part 4

### Gender Pay Gap

Regulation 7 of the Equalities Act 2010 (Special Duties) (Scotland) Regulations 2012 requires the Library to 'publish information on the percentage difference among its employees between men's average hourly pay (excluding overtime) and women's average hourly pay (excluding overtime).'

In late 2014 the Library introduced a new Pay and Grading scheme. This is based on a JEGS scoring system with twelve fixed salary points. All historical anomalies in the pay structure have been addressed by this new process. Pay protection is in place for up to six years for those in salary detriment and this will account for some of the current percentage differences. However, it is expected that the remaining gender based salary differences will be ironed out over the next arc of the equalities reporting cycle.

#### 2015 (as at 31 January)

##### Average Salary Difference Men to Women by Grade

Grade	Difference Men to Women £	Difference Men to Women %
A	0	0.00%
B	no females in grade	
C	2	0.01%
D	0	0.00%
E	181	0.78%
F	128	0.48%
G	488	1.58%
H	669	1.88%
I	-207	-0.53%
J	-3,212	-6.72%
K	-2,340	-4.12%
L	no females in grade	
<b>Overall</b>	<b>-373</b>	<b>-1.42%</b>

Overall men on average earn less than women. In higher grades (I to L), there are the biggest differences with women earning more than men in a range of -0.5% to 6.7%. In lower grades (A to E), there is little significant difference between average salary (at most 0.78%). In the middle grades (F to H) men earn more than women (0.48% to 1.88% greater).

### 2015 Percentage of Men and Women in each Grade

<b>Grade</b>	<b>Men</b>	<b>Women</b>
A	33.3%	66.7%
B	100.0%	0.0%
C	69.4%	30.6%
D	28.9%	71.1%
E	35.6%	64.4%
F	55.6%	44.4%
G	40.0%	60.0%
H	34.9%	65.1%
I	52.6%	47.4%
J	33.3%	66.7%
K	57.1%	42.9%
L	100.0%	0.0%
<b>Overall</b>	<b>47.1%</b>	<b>52.9%</b>

### 2015 Men and Women by Grade Group

<b>Grade Group</b>	<b>Men</b>	<b>Women</b>	<b>Overall</b>	<b>Men %</b>	<b>Women %</b>
A to E	90	96	186	48.4%	51.6%
F to H	49	65	114	43.0%	57.0%
I to L	17	14	31	54.8%	45.2%
<b>Overall</b>	<b>156</b>	<b>175</b>	<b>331</b>	<b>47.1%</b>	<b>52.9%</b>

There are more women than men employed at the Library with women making up more of the lower and middle grades, and less of the higher grades compared to men. Surprisingly men earn less in the higher grade group despite making up a higher percentage of the group as a whole.

## 2014 (as at 31 January)

### Average Salary Difference Men to Women by Grade

Grade	Difference Men to Women £	Difference Men to Women %
A	0	0.00%
B	1,172	7.18%
C	12	0.06%
D	164	0.79%
E	238	1.03%
F	138	0.52%
G	429	1.40%
H	829	2.33%
I	350	0.89%
J	-3,433	-7.78%
K	-2,715	-4.82%
L	no females in grade	
<b>Overall</b>	<b>-855</b>	<b>-3.26%</b>

On average men earned less than women, however with closer analysis, this is only true of top grade. In the middle and lower grade groups, men earned more than women on a range of 0% to 7.18%

### 2014 Percentage of Men and Women in each Grade

Grade	Men	Women
A	33.3%	66.7%
B	90.0%	10.0%
C	82.4%	17.6%
D	32.5%	67.5%
E	37.8%	62.2%
F	58.3%	41.7%
G	42.4%	57.6%
H	34.9%	65.1%
I	52.4%	47.6%
J	33.3%	66.7%
K	57.1%	42.9%
L	100.0%	0.0%
<b>Overall</b>	<b>50.2%</b>	<b>49.8%</b>

## 2014 Men and Women by Grade Group

<b>Grade Group</b>	<b>Men</b>	<b>Women</b>	<b>Overall</b>	<b>Men %</b>	<b>Women %</b>
A to E	87	77	164	53.0%	47.0%
F to H	50	62	112	44.6%	55.4%
I to L	18	15	33	54.5%	45.5%
<b>Overall</b>	<b>155</b>	<b>154</b>	<b>309</b>	<b>50.2%</b>	<b>49.8%</b>

There were marginally more men than women (just under 50/50 split) with men making up more of both the lower and higher grades. Trend was towards more women in the middle graded roles.