



**National Library
of Scotland**

Leabharlann Nàiseanta
na h-Alba

Equalities Mainstreaming Report

April 2017

Part three

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7. Equal pay statement

The Library recognises that all staff should receive equal pay for doing equal work of equal value, in line with the Equality Act 2010.

We have a job evaluation system that is supported by a procedure which includes clear responsibilities, the process and a briefing section providing information on the following:

- What is job evaluation
- Why we use a job evaluation system
- What we use
- The factors considered within the evaluation
- What the evaluation system does not cover
- How the evaluation system works.

The job evaluation system used has been 'equality proofed' and meets the requirements of the Equality & Human Rights Commission and is supported by the trade unions recognised by the Library.

The staff conducting the evaluations have all been trained. Every post will be evaluated by a member of the HR Team and a Trade Union representative.

We will provide guidance and support to managers where they make decisions on pay and benefits for staff.

Within this report we will cover:

- Analysis and observations of our gender profile by grade and functional business areas
- Recommend actions from the analysis
- Analysis and observations from the gender pay gap.

8. Gender pay gap

Average salary difference men to women by pay point

Pay point	Difference men to women £	Difference men to women %
A	0	0.00%
B	No females in grade	
C	0	0.00%
D	0	0.00%
E	0	0.00%
F	0.07	0.50%
G	0.21	1.31%
H	0.15	0.81%
I	-0.14	-0.68%
J	-0.78	-3.30%
K	-0.61	-2.02%
L	No females in grade	
Personal Contract	No females in grade	
Total	-1.1	-3.38%

Overall men on average earn less than women by -3.38%. This is as a result of the differences between men and women in the higher grades (I to K) with women earning more than men in these grades in a range of -0.68% to -3.3%. The primary reason for this is that there are a higher number of female staff on pay protection as a result of the 'roll-out' of the job evaluation/pay & grading model. Over the next three years this differential will decrease and then disappear as the pay protection period ends and all staff move onto the 'rate for the job'.

In grades A to E there is no difference between the average salary of men and women. In the middle grades (F to H) men earn more than women (0.5% to 1.31%).

Percentage of men and women in each pay point

Pay point	Men %	Women %
A	23.5	76.5
B	100.0	0.0
C	75.4	24.6
D	30.0	70.0
E	26.5	73.5
F	60.0	40.0
G	45.7	54.3
H	26.8	73.2
I	57.9	42.1
J	20.0	80.0
K	60.0	40.0
L	100.0	0.0
Personal contract	100.0	0.0

Men and women by pay point group

Pay point group	Men	Women	Overall	Men %	Women %
A to E	81	91	172	47.1	52.9
F to H	48	63	111	43.2	56.8
I to L	16	14	30	53.3	46.7
Personal contract	2	0	2	100.0	0.0
Overall	147	168	315	46.7	53.3

There are more women than men employed at the Library with women making up more of the lower (A to E) and middle (F-H) 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.

9. Occupational segregation

Pay Point	Library		Administration		Technical		Support		Total in Pay Point	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
A							*	13	*	13
B	*		*				*		9	*
C	*	*	9	7		*	31	*	43	14
D	11	24		*	*	*			12	28
E	10	24		8	*	*			13	36
F	11	10	*	*	*	*	*	*	21	14
G	8	17	*	*	*		*		16	19
H	*	20	*	7	*	*	*		11	30
I	*	7	*	*	*		*		11	8
J		*		*	*	*			*	*
K	*	*	*	*					*	*
L	*								*	*
Personal Contract	*				*				*	*
Total	60	105	19	32	20	13	48	18	147	168

* shows values of 6 people or less in the pay point.

More women than men work in Library and Administration functions while more men than women work in Technical and Support functions. This is not uncommon given the type of role, however when recruiting to these areas, the Library will look at how to attract a greater gender balance from applicants.

Appendix 1

Employee data

The following section provides information on our staff. Unless otherwise stated, the information on our staff has been taken from the HR Management Information System as at 31 January 2017.

Where the information states, 'not disclosed', this means the information has not been supplied and 'prefer not to say' denotes that the member of staff has chosen not to provide the information.

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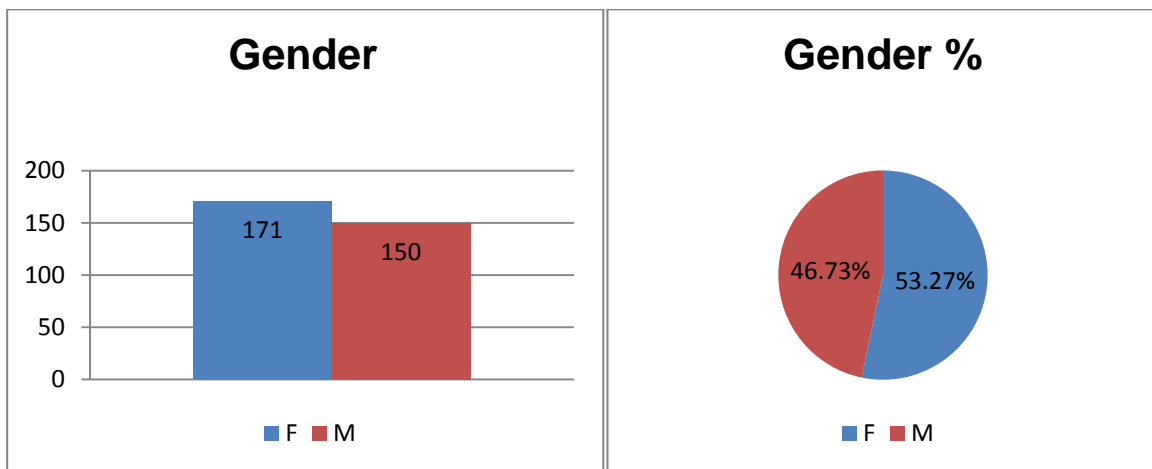


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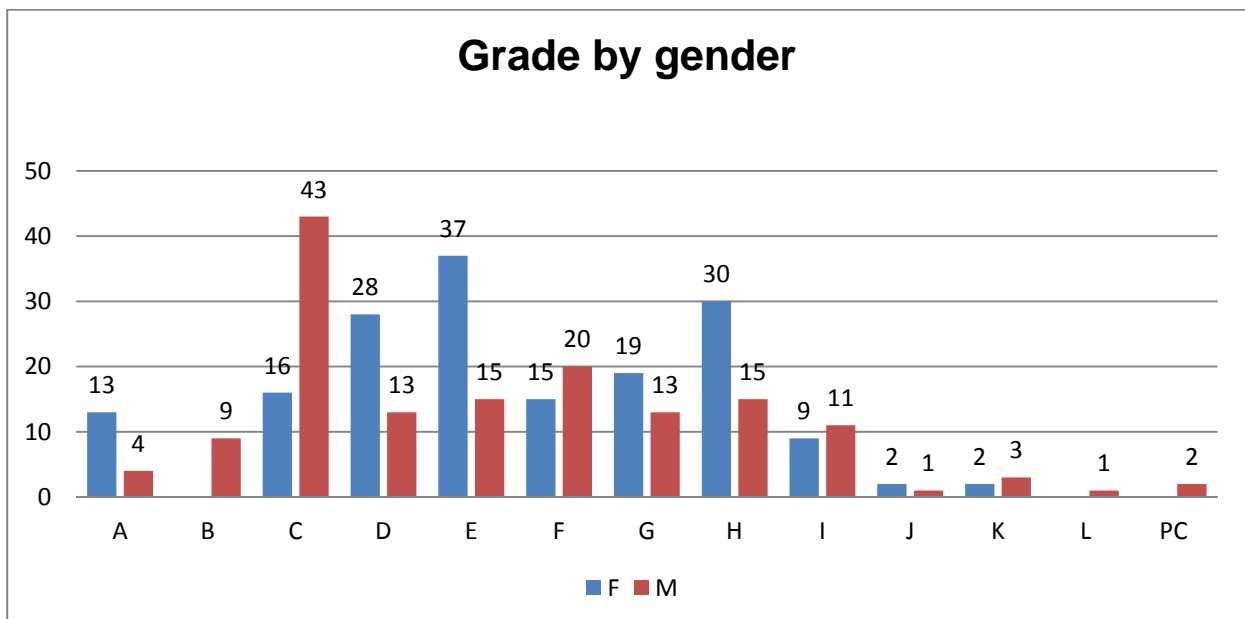


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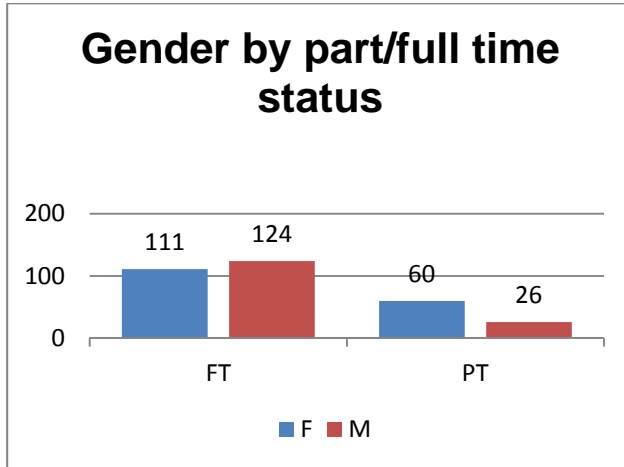


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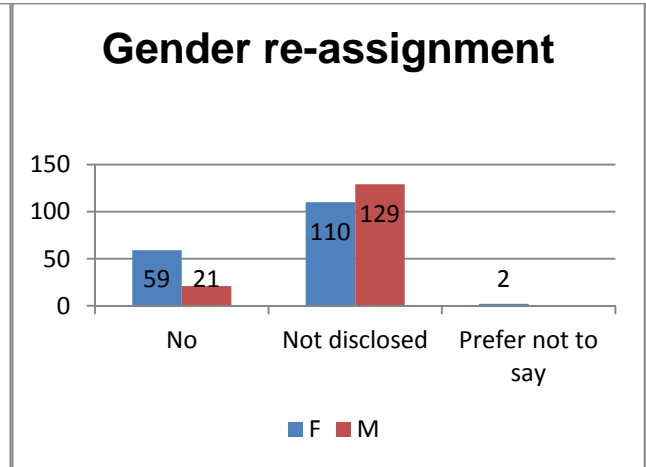


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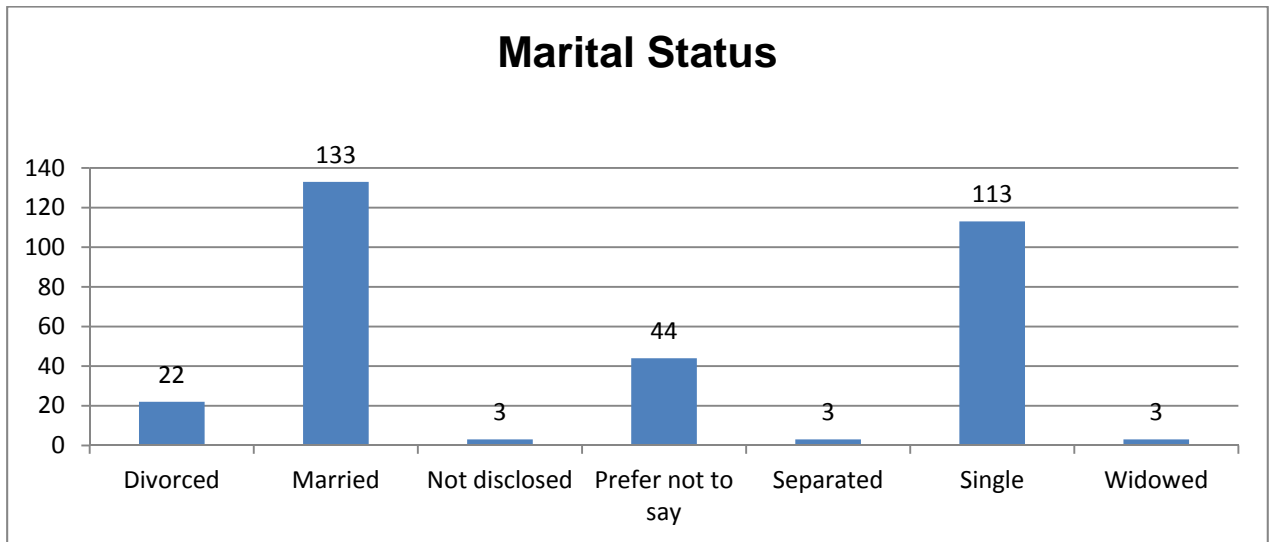


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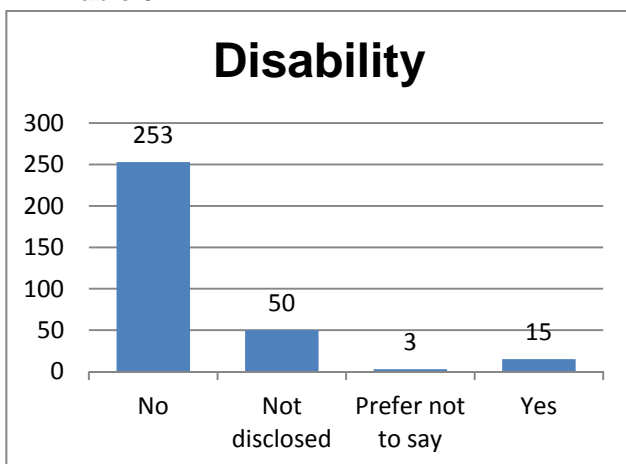


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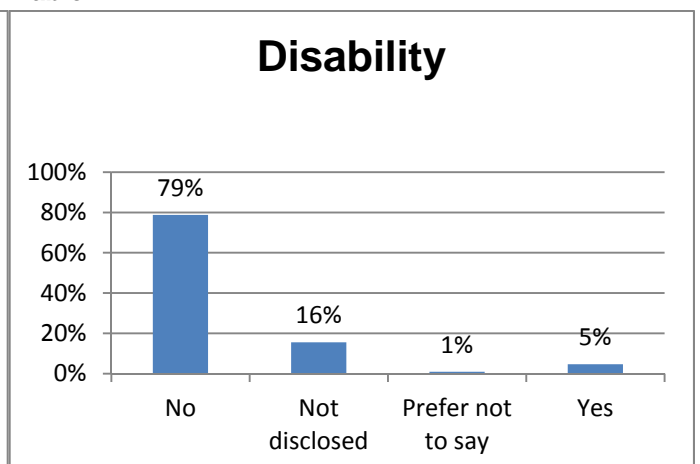


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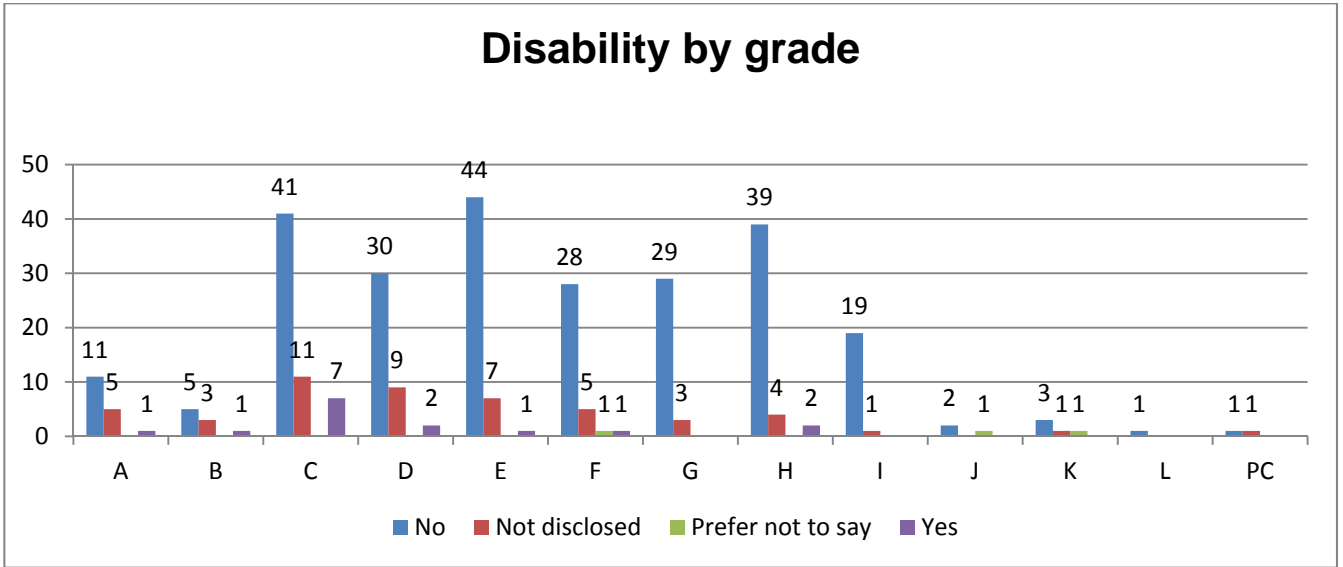


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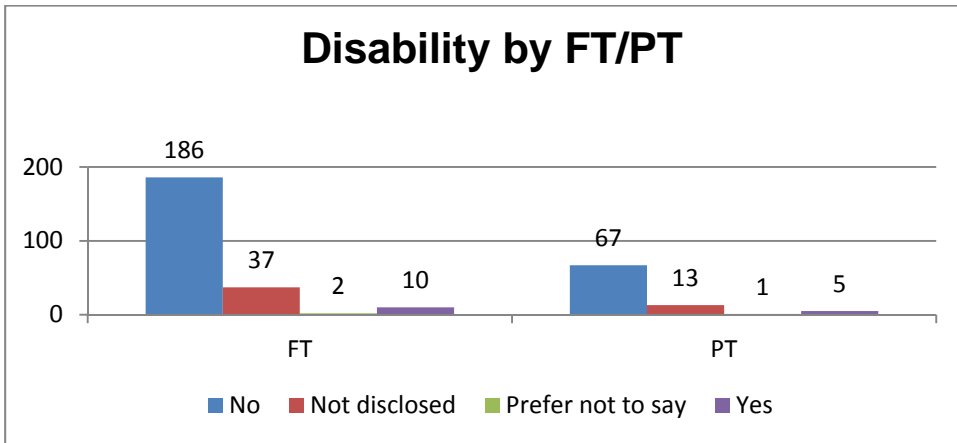


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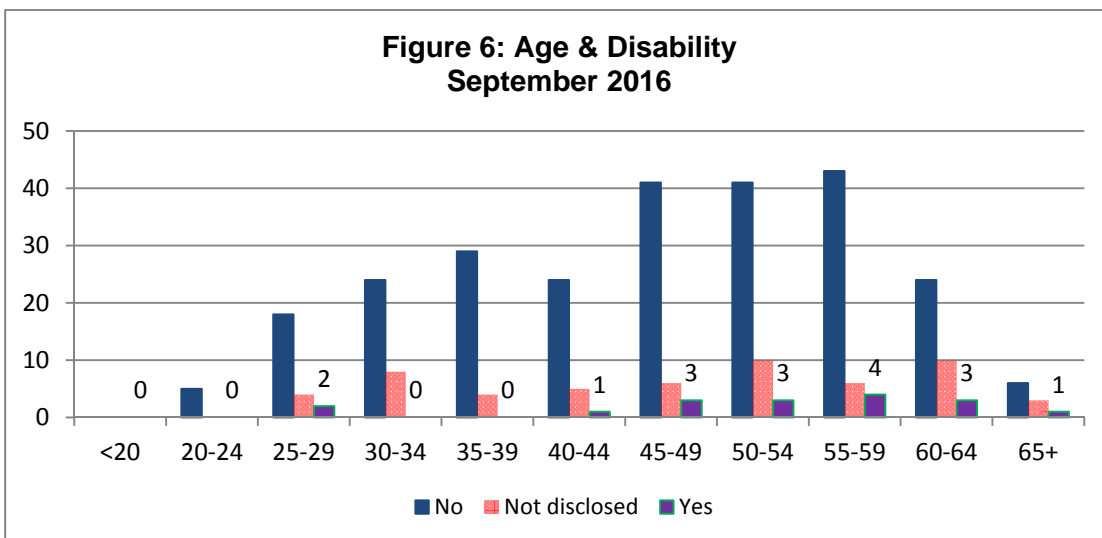


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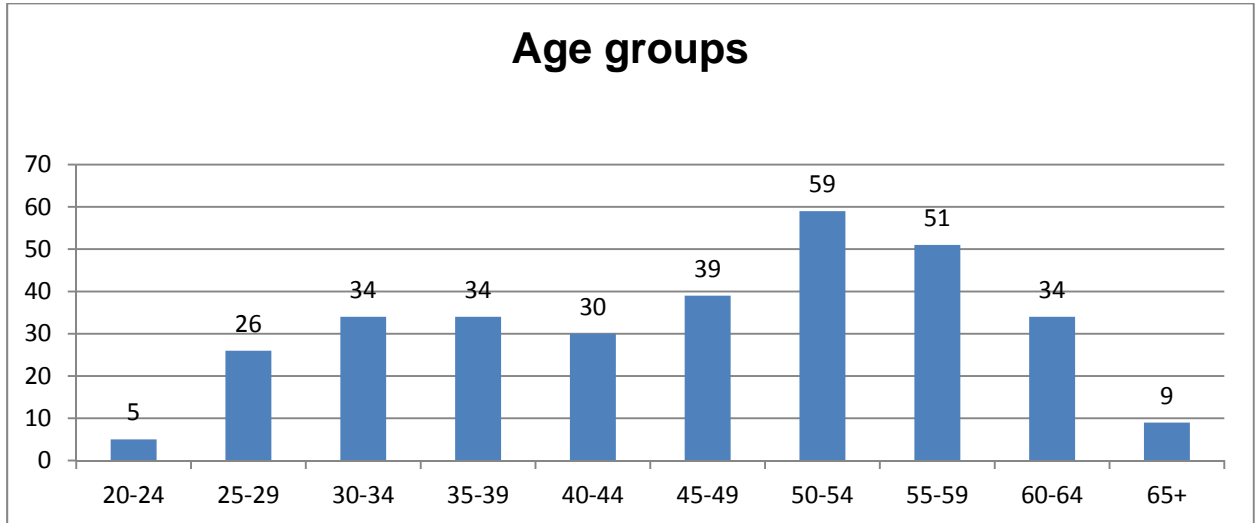


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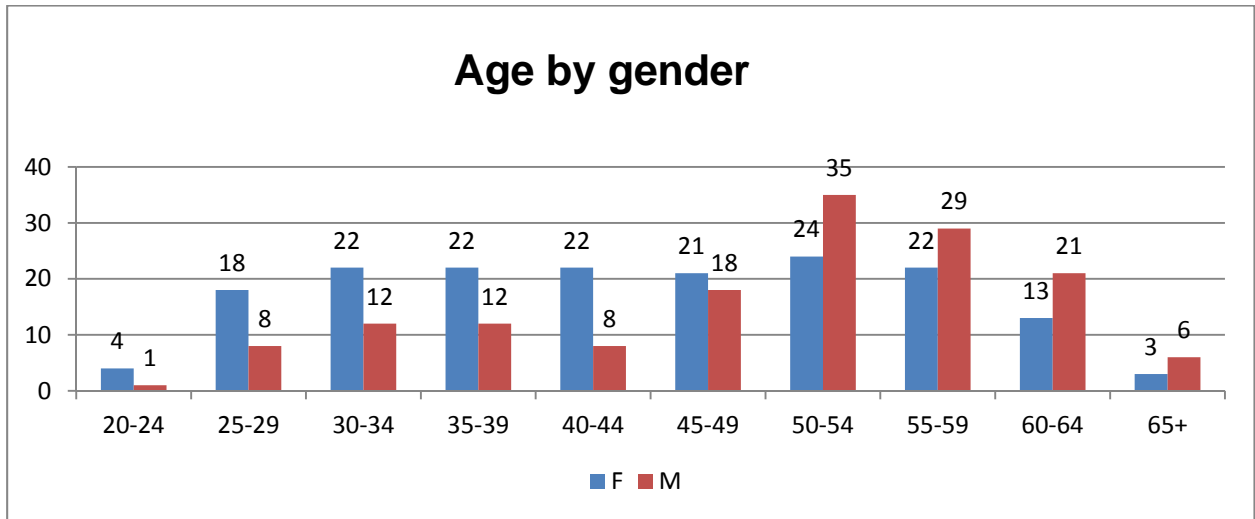


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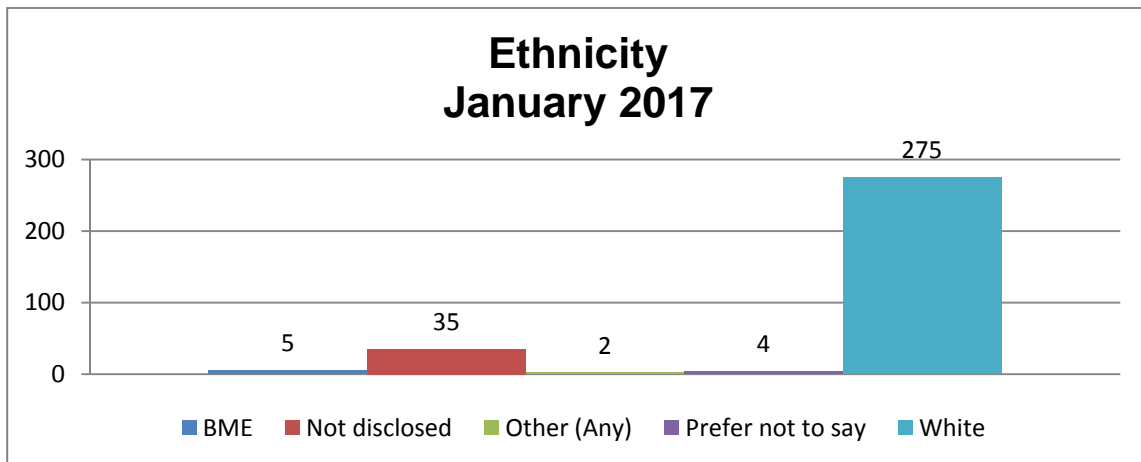


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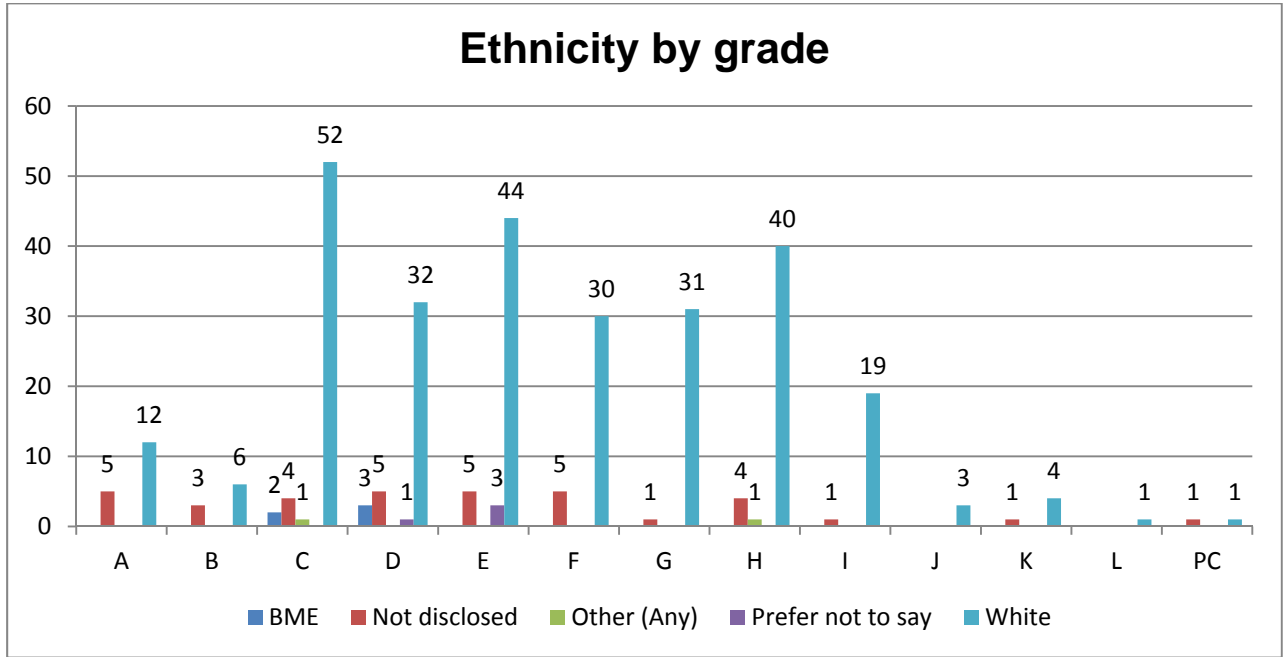


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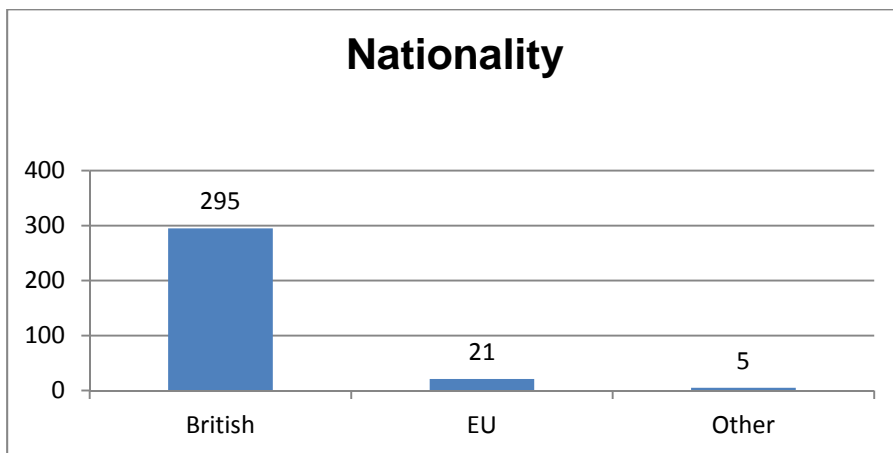


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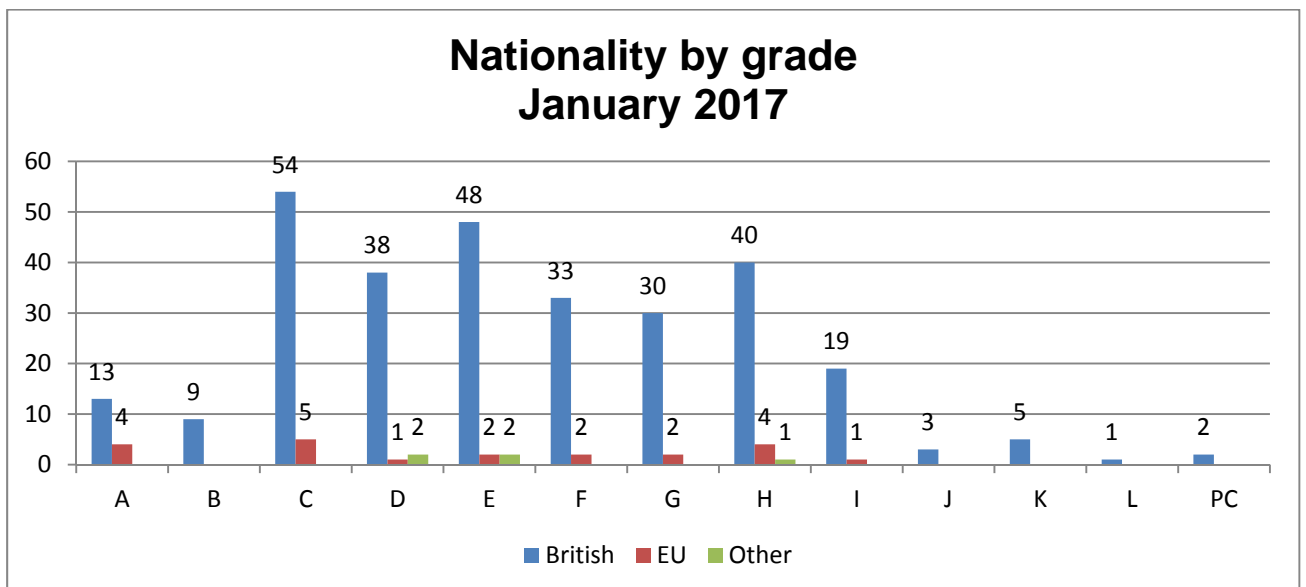


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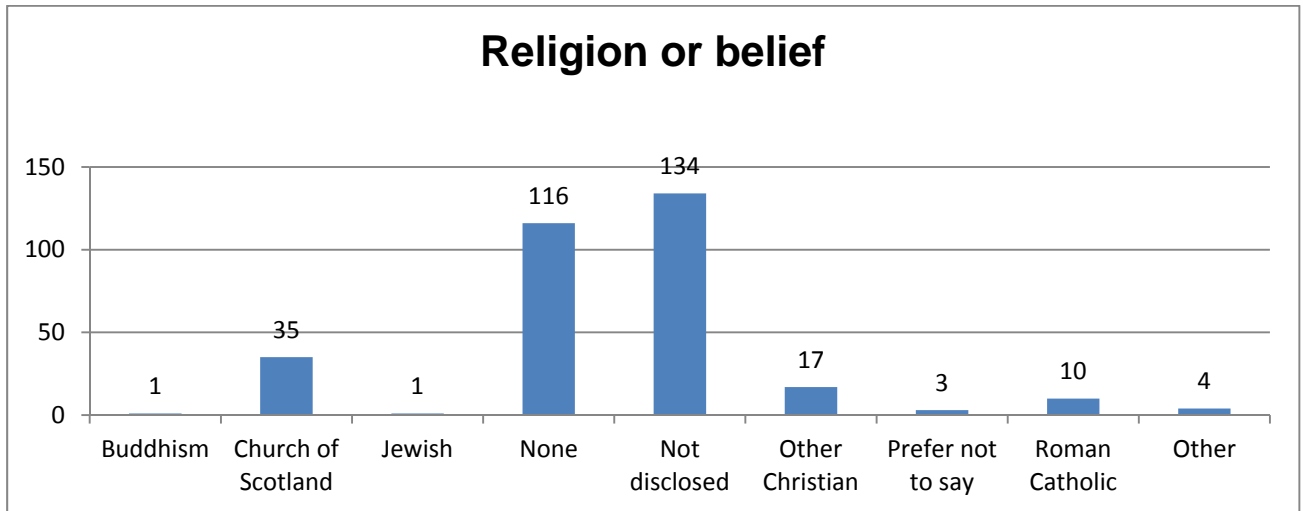


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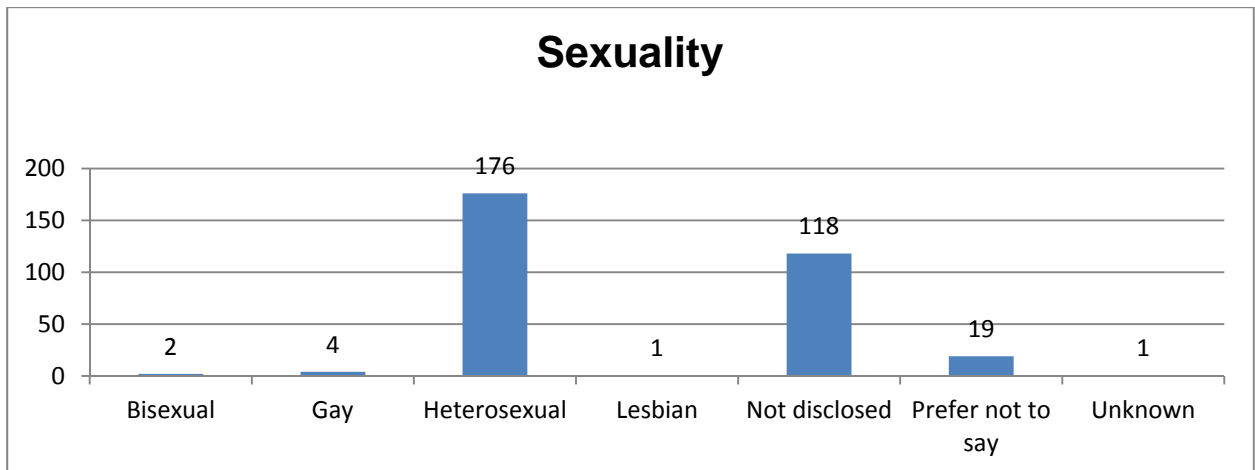


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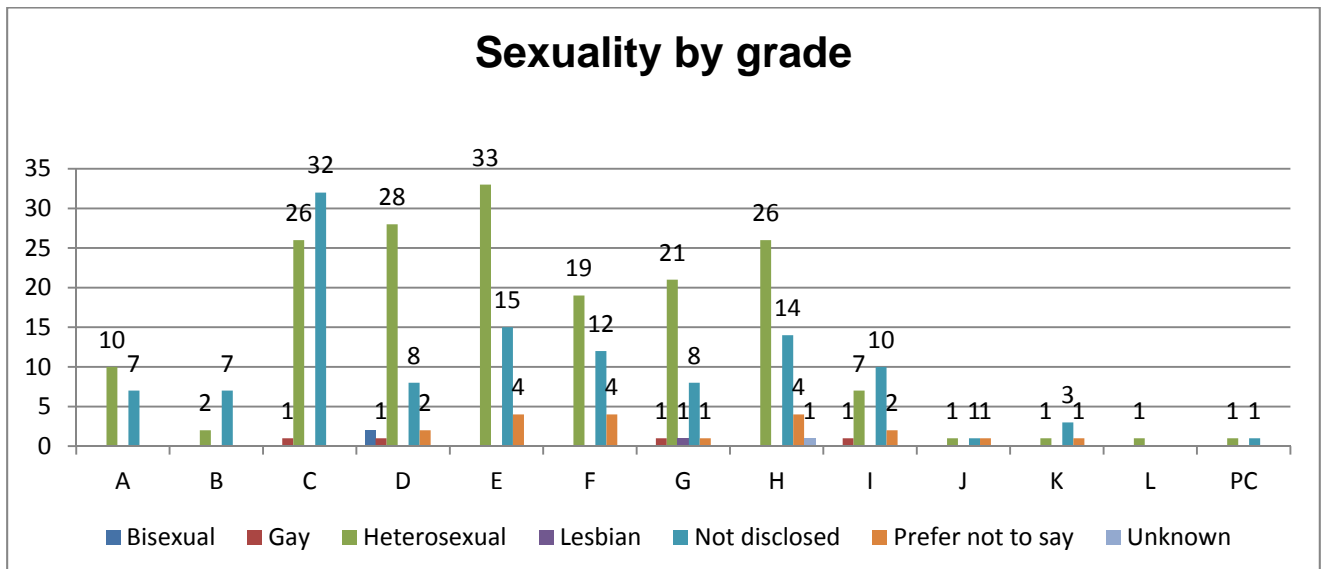


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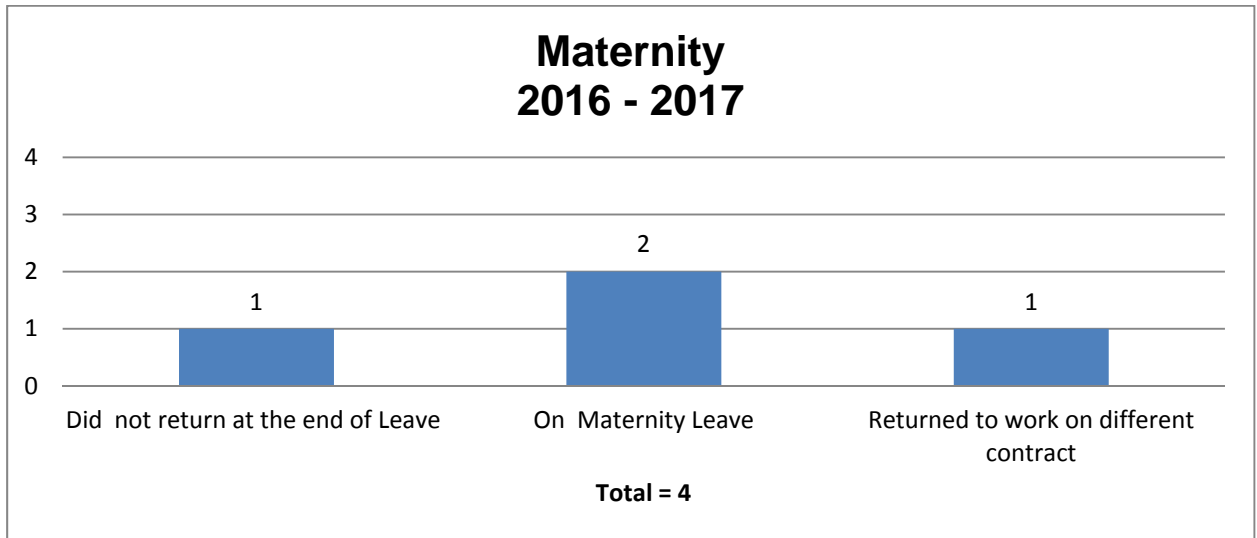


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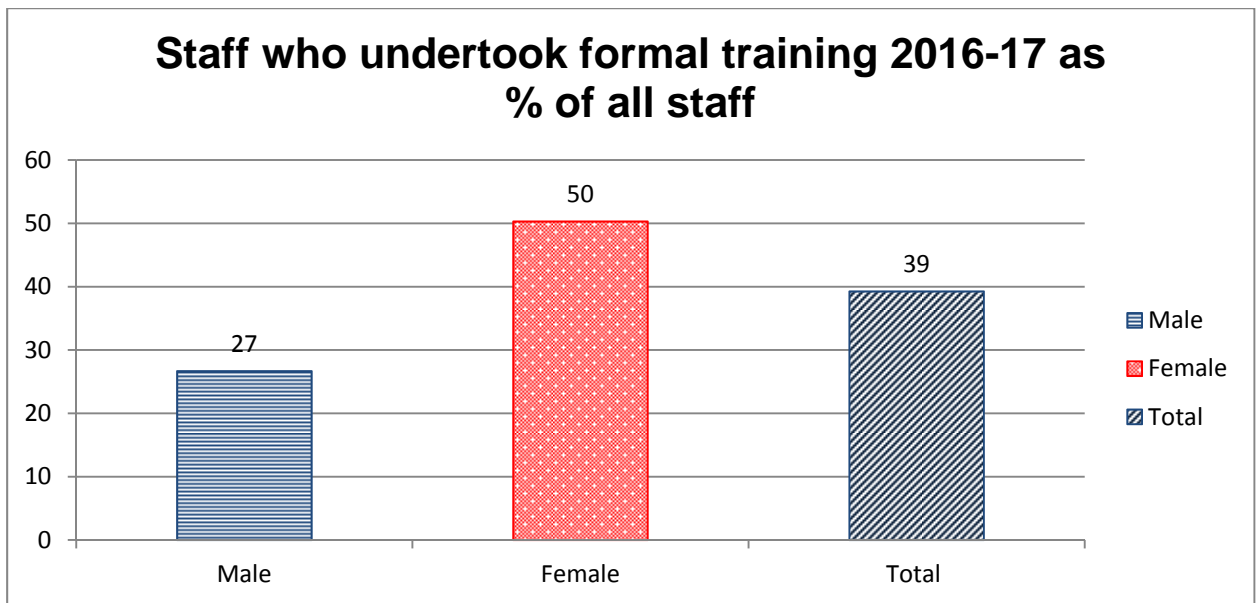


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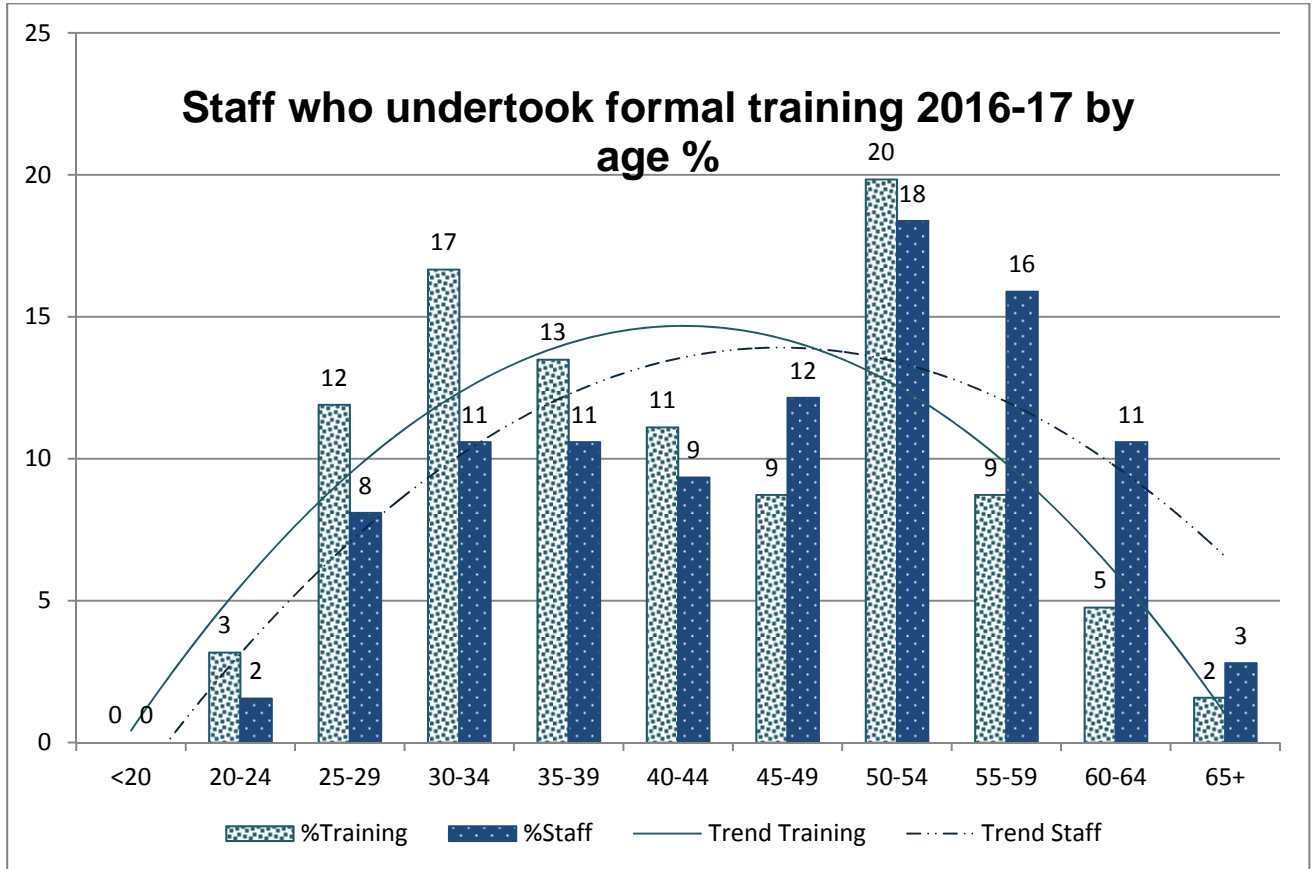


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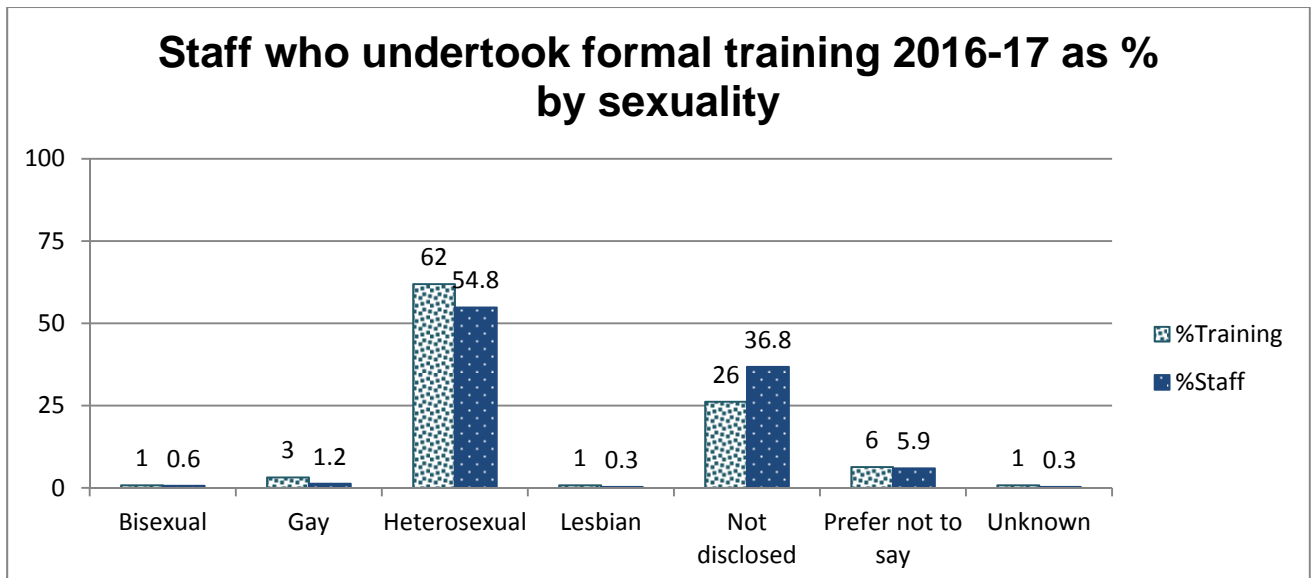


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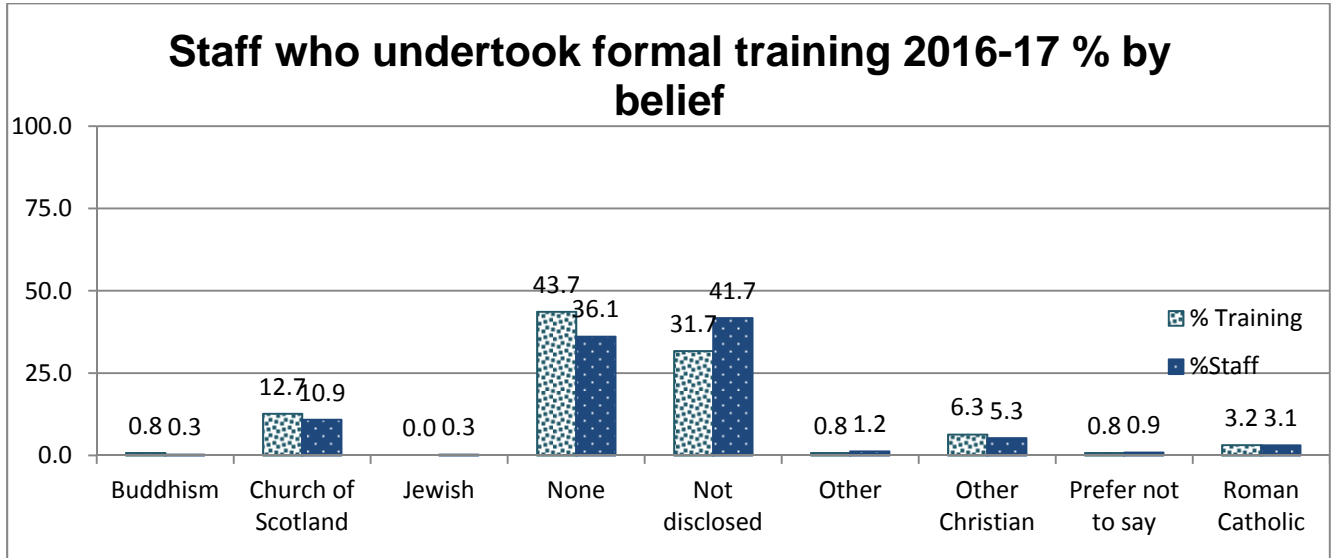


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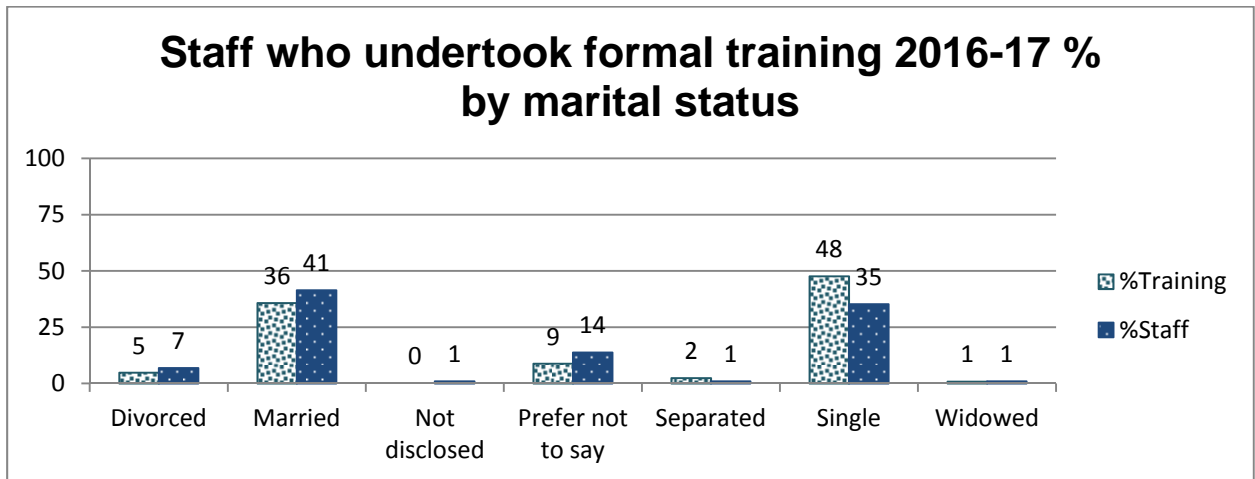


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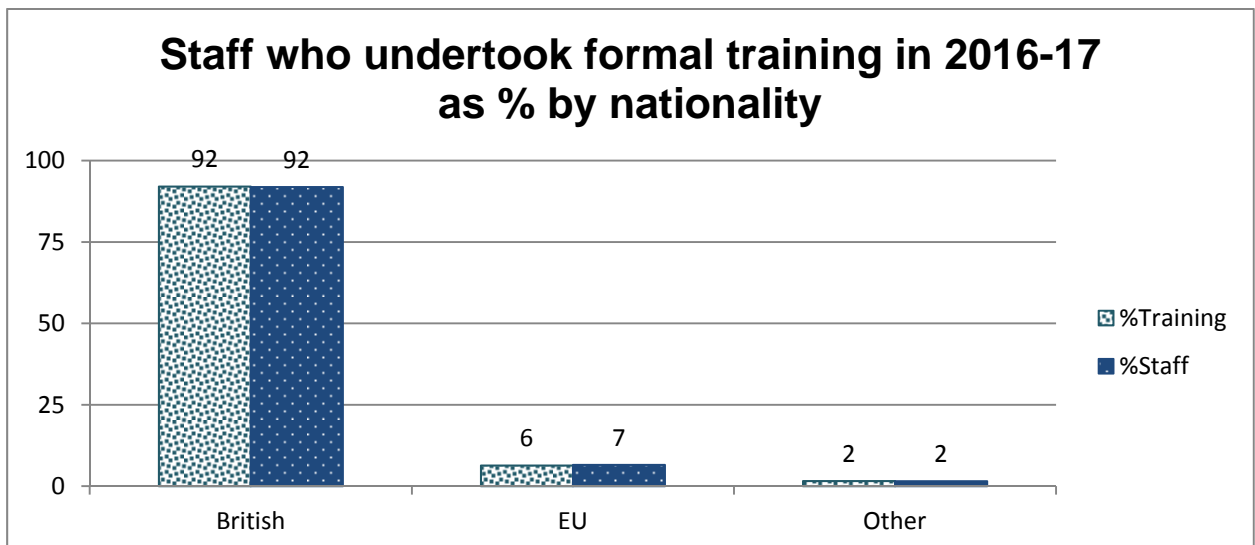


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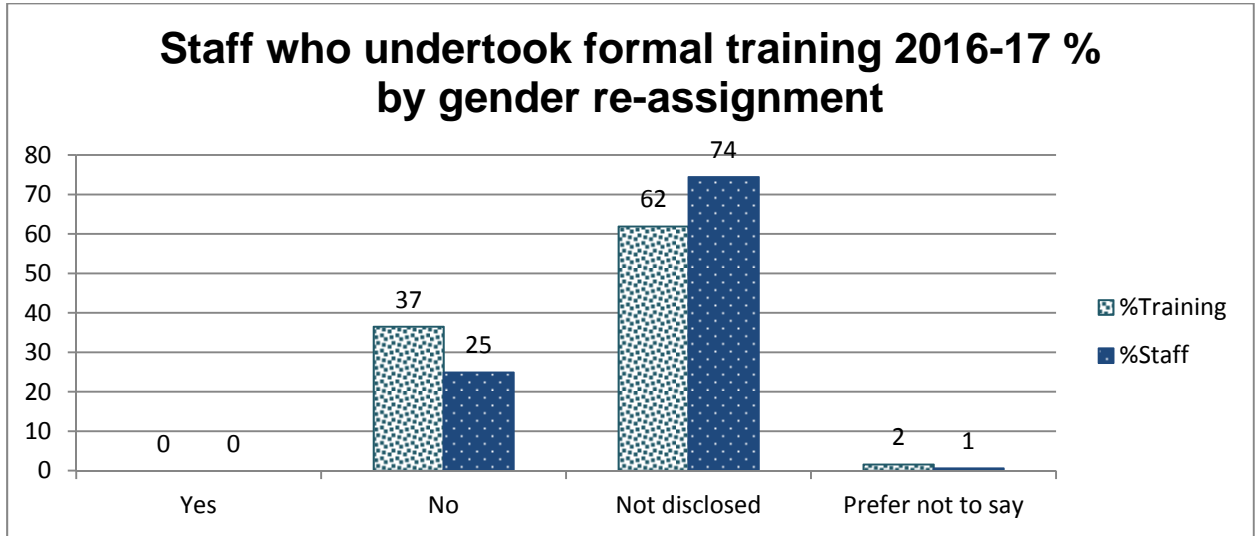


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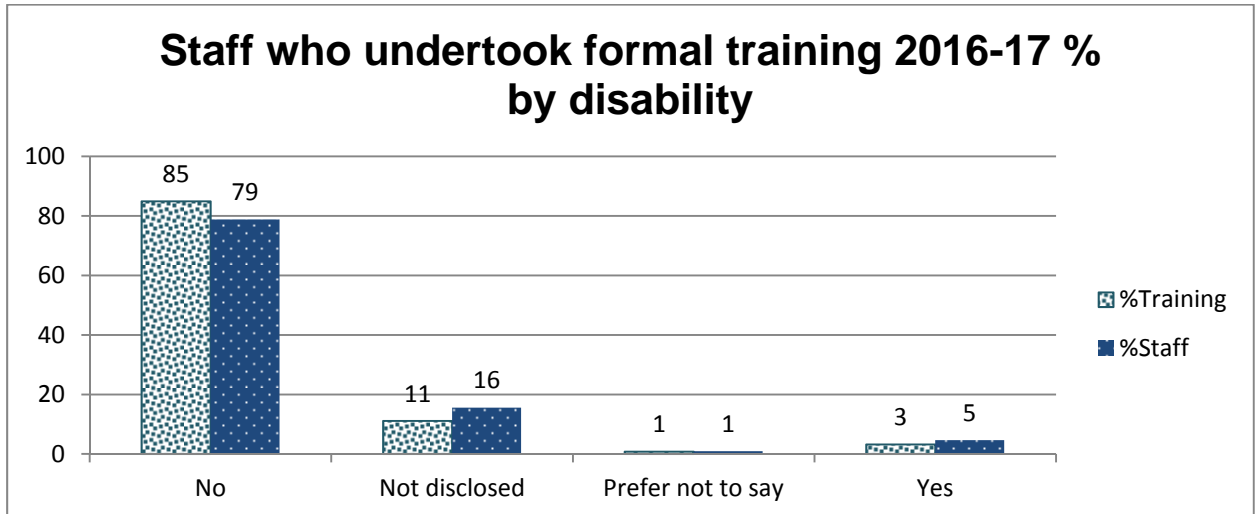


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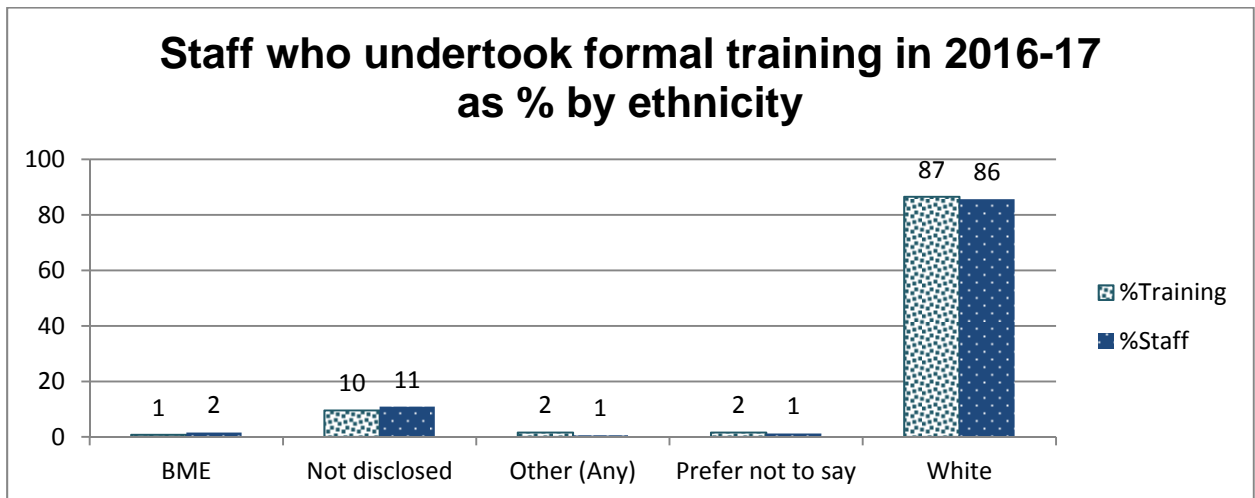


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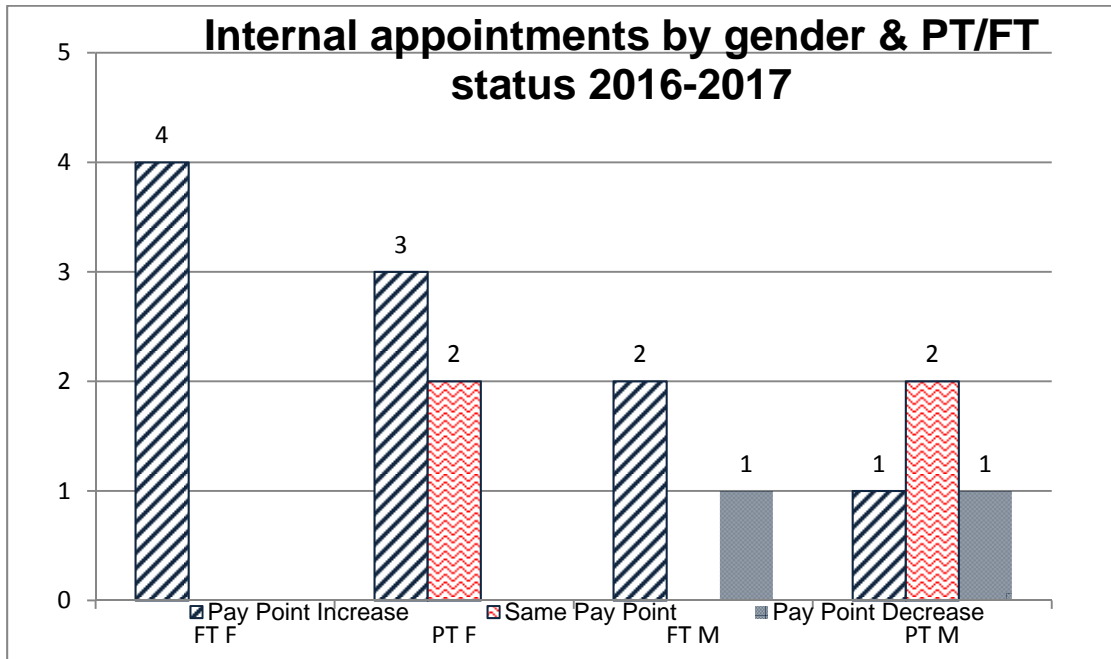
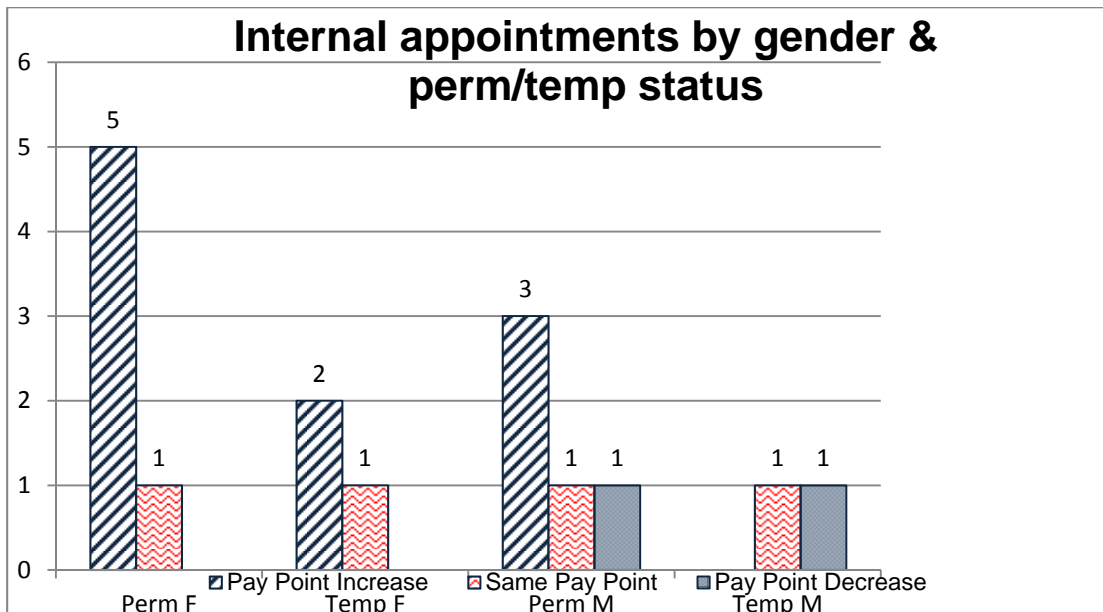


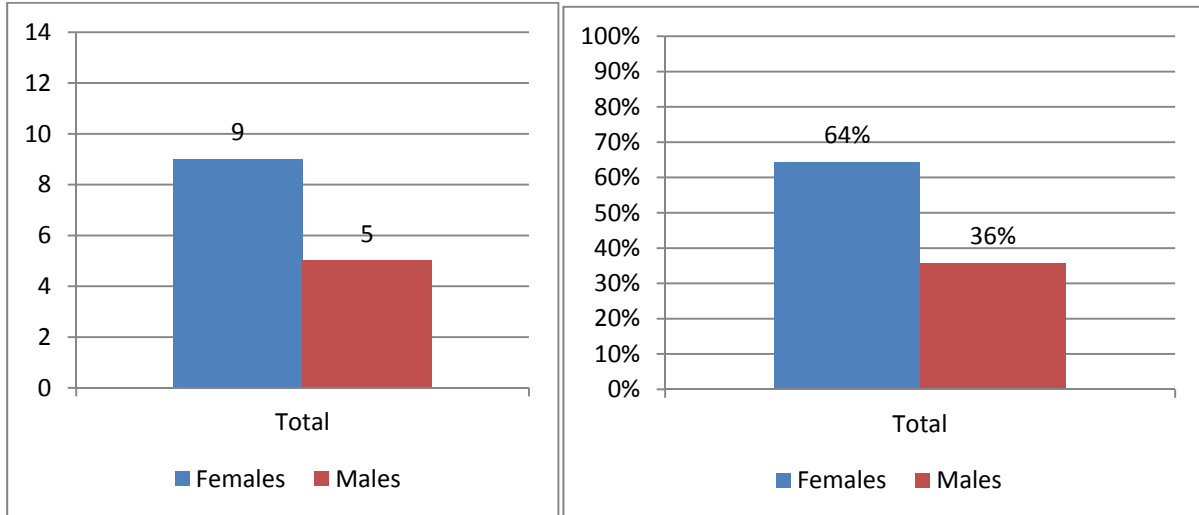
Table 31



Appendix 2

Board data

As at 31 January 2017, there were 14 members of the Library Board.



Appendix 3

Recruitment data

Gender

Gender	Total	%
Male	1078	39.9%
Female	1612	59.7%
Other	10	0.4%
Total	2700	100.0%

Age

Age Bracket	Total	%
18 - 25	462	17.1%
26 - 35	681	25.2%
36 - 45	197	7.3%
46 - 55	172	6.4%
56 - 65	74	2.7%
Prefer not to say	12	0.4%
Unknown	1102	40.8%
Total	2700	100.0%

Disability

Disability	Total	%
No	2490	92.22%
Yes	150	5.56%
Not known	60	2.22%
Total	2700	100.00%

Ethnicity

Ethnicity	Total	%
White	419	15.5%
Black/Minority/Ethnic	36	1.3%
Other (any)	6	0.2%
Unknown	2239	82.9%
	2700	100.0%

Religion

Religion	Total	%
Buddhism	32	1.2%
Church of Scotland	255	9.4%
Hinduism	13	0.5%
Jewish	8	0.3%
Muslim	19	0.7%
None	1578	58.4%
Other - Please Specify	76	2.8%
Other Christian	187	6.9%
Roman Catholic	239	8.9%
Sikh	2	0.1%
Unknown	291	10.8%
Total	2700	100.0%

Sexuality

Sexual orientation	Total	%
Heterosexual	2150	79.6%
Lesbian	31	1.1%
Bisexual	135	5.0%
Gay	92	3.4%
Unknown	292	10.8%
Total	2700	100.0%

Maternity

Maternity	Total	%
Yes	10	0.4%
No	2653	98.3%
Unknown	37	1.4%
Total	2700	100.0%