

## **Fife Cultural Trust**

### **2016/17 Gender Pay Gap Report**

#### ***About Fife Cultural Trust***

Fife Cultural Trust (FCT) was established in October 2012.

Our diverse portfolio consists of theatres, libraries, museums, heritage centres, a mobile museum and a mobile library service.

Additionally we are entrusted with the care of Fife's precious historical archives and museum collections as well as Fife's Cultural Strategy and Consortium. We are also tasked with maintain and developing library services within Fife Council's integrated customer service facilities.

We operate over 41 venues and in the financial year ending 31<sup>st</sup> March 2017 we had a turnover of £10.7m.

We employ 462 staff including 250 permanent, 68 temporary and 144 casual staff. The majority of our staff live in Fife.

Our strategic priorities to §2019 are:

- Enhancing and promoting Fife's cultural profile and reputation
- Enhancing equality of opportunity
- Caring for, developing, and celebrating Fife's culture and heritage
- Helping Fife to achieve its economic potential

Fife Cultural Trust is committed to the promotion of equality of opportunity in its employment practices. The Equal Opportunities policy states that it intends that no employee or prospective employee shall receive less favourable treatment because of their protected characteristic.

Fife Cultural Trust is also confident that males and females are paid the same rate for the job regardless of gender (or any other difference) each post having been evaluated using the national job evaluation scheme through Fife Council. Employees are remunerated according to set pay scales and terms and conditions which are negotiated nationally by the Scottish Joint Council for Local Government Employees.

#### ***What is the Gender Pay Gap?***

Equal pay legislation has been around since the 1970s, giving men and women the right to claim equal pay where they perform "equal work". It is unlawful to pay people unequally because they are a man or a woman.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

There are a variety of factors behind it, including the impact on women's career progression of taking time out of the labour market to have children, and career choices, with typical "male" subjects such as IT and science often leading to higher-paid roles.

To address the issue, the Government has introduced a requirement for all large organisations to publish their gender pay gap. This involves producing six key metrics, including the difference in the mean and median pay and bonus pay of men and women, along with the proportion of men and women in each of four quartile pay bands.

The deadline for those in the public sector to report this is 30 March. As well as publishing the information on their own website, employers must upload the information to the [GOV.UK](https://www.gov.uk) website, to appear in a publicly available league table.

The Gender Pay Gap data supplied is correct for all employees in post with Fife Cultural Trust on 31 March 2017.

On that date there were 665 relevant employees, and 513 full-pay relevant employees of which there were 128 (25%) males and 385 females (75%).

The figures set out below have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Pay and Bonus Gap

Difference between male and female		
	Mean	Median
Hourly fixed pay	-3.82%	-12.6%
Bonus paid	0%	0%

- The table above shows mean and median gender pay gap based on hourly rates of pay.
- There were no bonuses paid to any staff in the year up to 31 March 2017.
- The Trust's mean pay gap of -3.82% demonstrates that there is a negative figure of the average hourly rate between female and male employees i.e. that male employees suffer negatively in comparison to female employees. This is not a surprise for the Trust whose female full-pay relevant employees are 75% of the total. This contrasts strongly to the national average of 18.1% as stated on the UK Government website.
- Again, the Trust's median pay gap of -12.6% also contrasts strongly with the official Scottish Government figure of 15.6. This is not surprising given the high percentage of female employees and their distribution within the workforce.
- Our gender pay gap compares very differently to national statistics. The Trust remains committed to monitoring and reducing the gap, and plans to continue

its Equality and Diversity strategy to target the gender and age inequalities within the organisation.

### Pay Quartiles by Gender

Quartile	Males	Females	Description
1	34.11%	65.89%	Includes all employees whose standard hourly rate places them in the 1 <sup>st</sup> and lowest pay quartile.
2	35.16%	64.84%	Includes all employees whose standard hourly rate places them below the median pay in the 2 <sup>nd</sup> pay quartile.
3	9.38%	90.63%	Includes all employees whose standard hourly rate places them above the median pay in the 3 <sup>rd</sup> pay quartile.
4	21.09%	78.91%	Includes all employees whose standard hourly rate places them in the 4 <sup>th</sup> and therefore highest pay quartile.

- The table above sets out the gender distribution at Fife Cultural Trust across four equally sized quartiles, one containing 129 employees and the other three groups containing 128 employees.

### Narrative to explain the calculations.

- These results highlight **challenges** which the Trust has already recognised in its Mainstreaming Report for 2015-17. We are continuing to build on the work already started in addressing the imbalances within our workforce. For example, the imbalance of female to male employees, when compared to the overall population of Fife where women make up 51% of the total Fife population<sup>1</sup>. The Trust will be considering a number of positive action initiatives and different, creative ways to engage with, and encourage more potential employees, to consider a career within the cultural sector here in Fife.

<sup>1</sup> Taken from 2011 Census – GROS records

- The Trust will take steps to encourage the **progression** of men within the workforce at all levels but particularly in areas where there is a wide gender pay gap. We will use positive action initiatives and engagement with male colleagues in order to inform our strategy regarding this with a view to working towards closing the gender pay gap.
- These results show **successes** in that there are many women who hold senior positions which is not the case in many other comparable employers. We recognise too that we need more diversity throughout the organisation but specifically in the upper middle and upper quartile ranges of posts.

Further details on how we plan to promote equality of opportunity, eliminate all forms of discrimination, work towards closing the gender pay gap and become a more diverse employer, will be outlined in our Mainstreaming Report to be published later in 2018.

I confirm the data reported is accurate.

Heather Stuart  
Chief Executive