



ALBA | CHRUTHACHAIL

EQUAL PAY STATEMENT 2021

Background

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, amended by the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2015 and the Equality Act 2010 (Specific Duties) (Scotland) Amendment Regulations 2016, requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities across the protected characteristics of age, disability, sex, gender reassignment, pregnancy and maternity, race, religion or belief and sexual orientation. It also covers marriage and civil partnerships, but only with regard to eliminating unlawful discrimination in employment.

The public sector equality duty requires public authorities to take a proactive and organised approach to tackling institutional discrimination, and aims to mainstream equality into public bodies in practical ways.

The public sector equality duty has a General Duty which sets out requirements for all public authorities and those bodies exercising a public function, and Specific Duties, which place additional requirements on listed public authorities. Creative Scotland is a listed public authority.

General duty

The general equality duty requires public authorities, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation, and other prohibited conduct;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Specific duties

The Specific Duties in Scotland require Creative Scotland to publish the following information every 4 years:

- a statement on equal pay which must have due regard to women and men, people who are disabled and those that are not and people who fall into a minority racial group and those that do not.
- Information on occupational segregation relating to grades and occupations of women and men, people who are disabled and those that are not and people who fall into a minority racial group and those that do not.

Part 1 - Equal Pay Policy

Creative Scotland believes equality of opportunity is essential in everything it does, including ensuring that equal pay is paid to all staff, irrespective of protected characteristics, for the same or broadly similar work, for work rated as equivalent and for work of equal value. Creative Scotland operate a single job evaluation scheme for all posts to measure the relative value of all jobs in its pay and grading structures to ensure consistency, transparency and fairness.

In particular, Creative Scotland strives to eliminate any bias in its application of its pay and grading structure between women and men (recognising that equal pay between men and women is a legal right), between persons who are disabled and persons who are not and between persons who fall into a minority racial group and persons who do not.

Consistent with its obligations under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012, Creative Scotland has due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good community relations.

Creative Scotland believes it is in its best interest and in accordance with good practice to ensure that it has a fair and just pay system so the organisation will:

- continue to review our pay and remunerations policies to ensure that any gender bias is eliminated and continue to operate a fair pay and grading system that is free from unlawful bias.
- review our pay and remunerations policies to ensure that any bias between persons who are disabled and persons who are not and between persons who fall into a minority racial group and persons who do not is eliminated and continue to operate a fair pay and grading system that is free from unlawful bias.
- respond to any grievances on equal pay as a priority.

- continue to operate a robust single job evaluation system based on objective criteria to determine posts of equal value.
- continue to appoint to the minimum salary unless a robust written justification can be made.
- carry out an Equal Pay Audit every 2 years to identify where there are unequal pay gaps and take appropriate remedial action if required.
- work with stakeholders and the recognised trade union in particular in taking action to ensure that it provides equal pay.

Part 2 - Occupational segregation

This section of the Equal Pay Statement contains information on occupational segregation within Creative Scotland. This means the concentration of men and women, persons who are disabled and persons who are not, and those who fall into minority racial groups and those who do not, in particular grades and in particular occupational groupings within Creative Scotland.

There are two types of occupational segregation:

- vertical occupational segregation where groups may be clustered at more junior levels within organisations, and
- horizontal occupational segregation where employees may work in stereotypical jobs or occupational sectors.

Vertical occupational segregation

Creative Scotland has a structured pay and grading structure, with six grades, A to F. Vertical occupational segregation is reported on, based on this grading structure.

As at 30th April 2021, Creative Scotland have 131 employees This excludes the CEO who does not come under the grading structure.

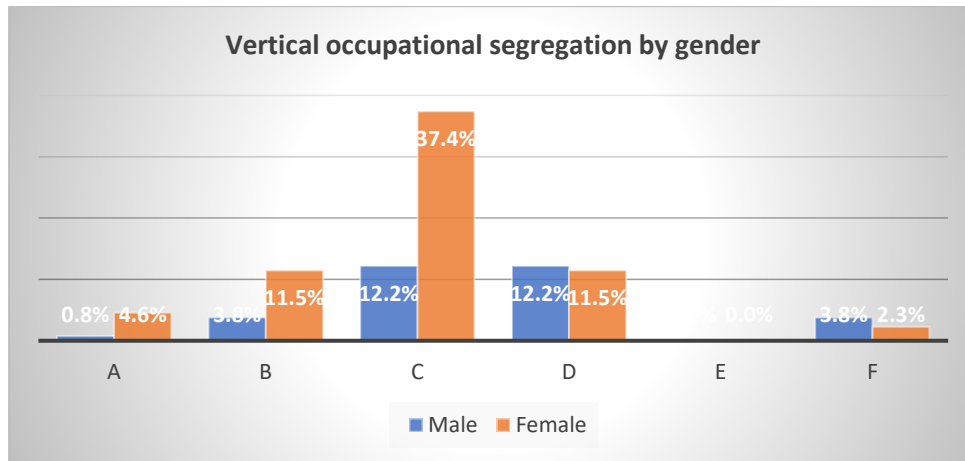
Men and women

Of the 131 employees within Creative Scotland, 88 are women and 43 are men.

The table below shows the concentration of male and female employees by grade.

Grade	Total number of employees by grade	Number of males by grade	% of males by grade	Number of females by grade	% of females by grade
A	7	1	14.3%	6	85.7%
B	20	5	25.0%	15	75.0%
C	65	16	24.6%	49	75.4%
D	31	16	51.6%	15	48.4%
E					
F	8	5	62.5%	3	37.5%

The breakdown of women and men within each grade, based on the overall workforce, is shown in the bar chart below.



Persons who are disabled and persons who are not

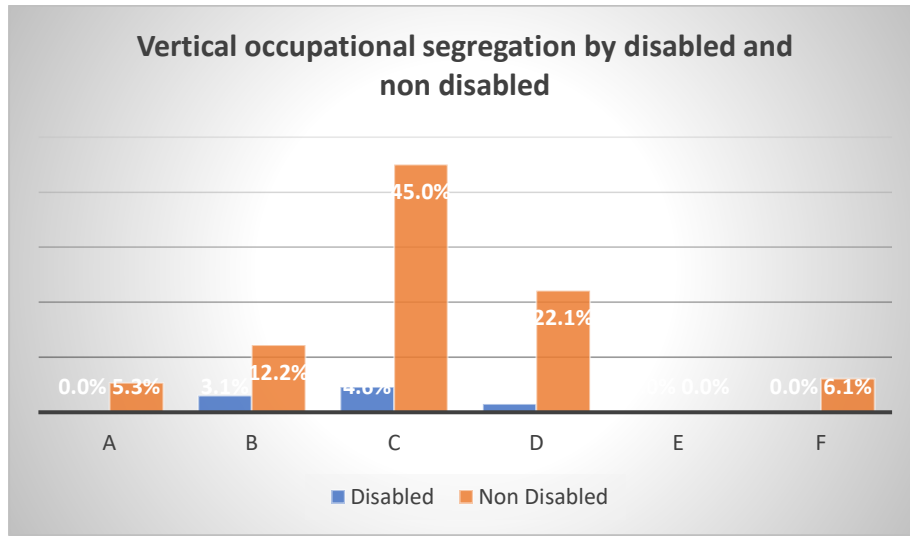
Of the 131 employees within Creative Scotland, 12 have declared that they have a disability and 119 are non-disabled.

The 2011 census reported that, in Scotland, people with a disability accounted for 20% of the population.

The table below shows the concentration of persons who are disabled and not disabled by grade.

Grade	Total number of employees by grade	Number of disabled employees by grade	% of disabled employees by grade	Number of non disabled employees by grade	% of non disabled employees by grade
A	7	0	0	7	100
B	20	4	20	16	80
C	65	6	9.2	59	90.8
D	31	2	6.5	29	93.5
E					
F	8	0	0	8	100

The breakdown of persons who are disabled and not disabled within each grade, based on the overall workforce, is shown in the bar chart below.



Persons who fall into minority racial groups and those who do not

Of the 131 employees within Creative Scotland, seven fall into a minority racial group and 113 do not.

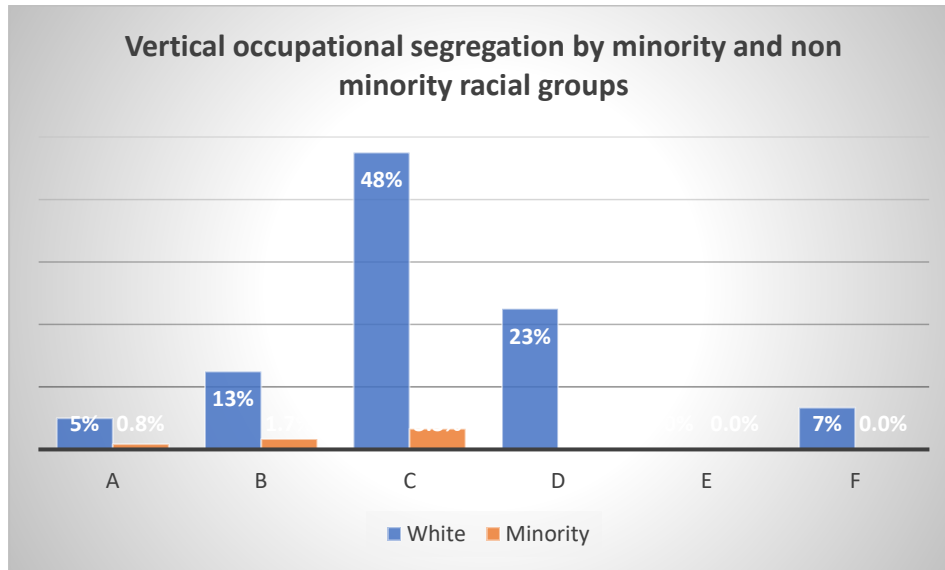
The 2011 census reported that, in Scotland, minority ethnic groups accounted for about 8% of the population.

The table below shows the concentration of persons who fall into minority racial groups and those who do not by grade. This excludes 11 employees who said that they preferred not to say which ethnic minority they were from.

The definition of 'Racial Group' is taken from section 9 of the Equality Act 2010.

Grade	Total number of employees by grade	Non minority racial group employees by grade	% of Non minority racial group employees by grade	Minority racial group employees by grade	% of minority racial group employees by grade
A	7	6	85.7	1	14.3
B	17	15	88.2	2	11.8
C	61	57	93.4	4	6.6
D	27	27	100	0	0
E					
F	8	8	100	0	0

The breakdown of persons who fall into minority racial groups and those who do not within each grade, based on the overall workforce, is shown in the bar chart below. This excludes 11 employees who said that they preferred not to say which ethnic minority they were from.



Horizontal occupational segregation

Jobs within Creative Scotland have been broken down into the following occupational groupings to allow the reporting of horizontal occupational segregation.

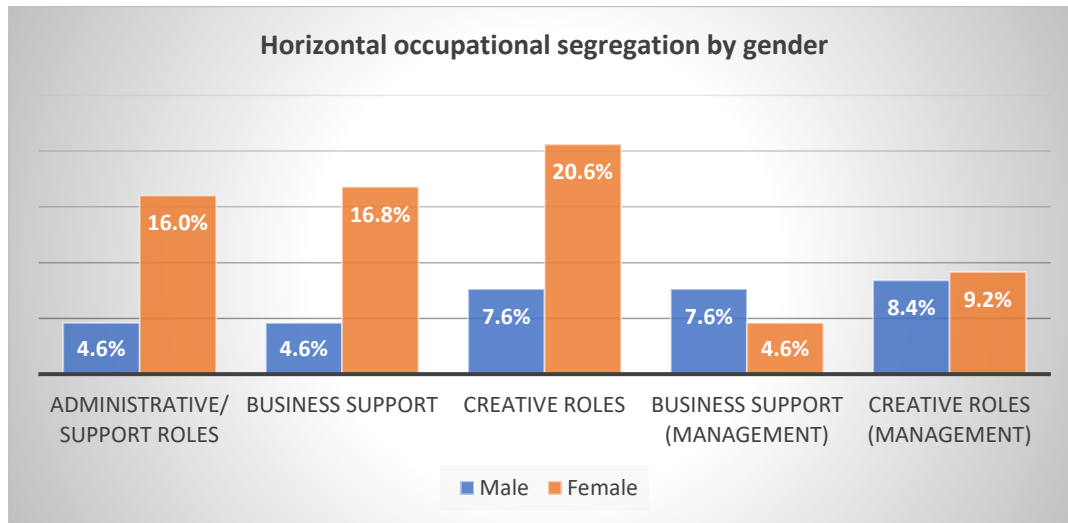
- Administrative/ Support roles
- Business Support
- Creative roles
- Business Support (management)
- Creative roles (management)

Men and Women

The table below shows the concentration of male and female employees by occupational grouping.

	Total number of employees by occupational grouping	Number of males by occupational grouping	% of males by occupational grouping	Number of females by occupational grouping	% of females by occupational grouping
Administrative/ Support roles	27	6	22.2	21	77.8
Business Support	28	6	21.4	22	78.6
Creative roles	37	10	27.0	27	73.0
Business Support (management)	16	10	62.5	6	37.5
Creative roles (management)	23	11	47.8	12	52.2

The breakdown of women and men by occupational grade, based on the overall workforce, is shown in the bar chart below.

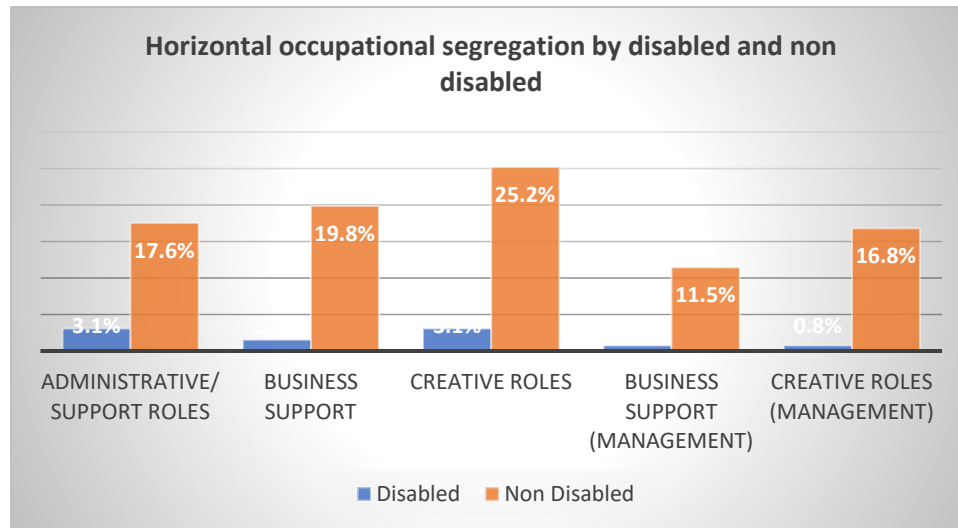


Persons who are disabled and persons who are not

The table below shows the concentration of persons who are disabled and non disabled by occupational grouping.

	Total number of employees by occupational grouping	Number of Disabled employees by occupational grouping	% of Disabled employees by occupational grouping	Number of non-disabled employees by occupational grouping	% of non-disabled employees by occupational grouping
Administrative/ Support roles	27	4	14.8	23	85.2
Business Support	28	2	7.1	26	92.9
Creative roles	37	4	10.8	33	89.2
Business Support (management)	16	1	6.25	15	93.8
Creative roles (management)	23	1	4.3	22	95.7

The breakdown of persons who are disabled and non disabled within each occupational grouping, based on the overall workforce, is shown in the bar chart below.

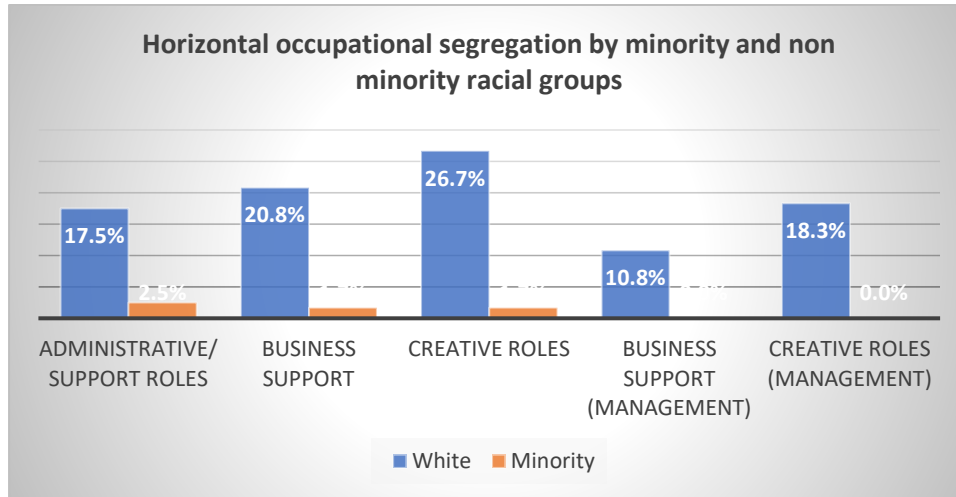


Persons who fall into minority racial groups and those who do not

The table below shows the concentration of persons who fall into minority racial groups and those who do not by occupational grouping. This excludes 11 employees who said that they preferred not to say which ethnic minority they were from.

	Total number of employees by occupational grouping	Number of non minority group employees by occupational grouping	% of non minority group employees by occupational grouping	Number of minority racial employees by occupational grouping	% of minority racial employees by occupational grouping
Administrative/ Support roles	24	21	87.5	3	12.5
Business Support	27	25	92.6	2	7.4
Creative roles	34	32	94.1	2	5.9
Business Support (management)	13	13	100	0	0
Creative roles (management)	22	22	100	0	0

The breakdown of persons who fall into minority racial groups and those who do not within each occupational grouping, based on the overall workforce, is shown in the bar chart below.



This Equal Pay Statement was approved by the senior leadership team and is effective from 16 June 2021