

**Scottish Courts and Tribunals Service Gender Pay Gap Report 2019**

**Publishing date: 31 March 2020**

1. **Introduction**

The Gender Pay Gap (GPG) is a measure of the difference between women and men's average earnings across an organisation. Scottish Courts and Tribunals Service (SCTS) is required by law to publish an annual GPG report and this is the third year that SCTS has reported on their gender pay gap. A report is published each March.

The GPG data supplied is correct for all SCTS staff in post on 31 March 2019 (the snapshot date for the purpose of GPG reporting). The calculations are based on standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Each metric is presented as a percentage figure and shows how large the pay gap is between female and male employees in SCTS. The metrics set out in the Regulations, relevant to SCTS, are:

* the difference in the mean hourly rate of pay between female and male full pay relevant employees;
* the difference in the median hourly rate of pay between female and male full pay relevant employees;
* the proportions of female and male full pay relevant employees in each of the four quartile pay bands.

Gender pay is different to equal pay, which is a legislative act to prevent pay discrimination between female and male employees performing the same or similar work. SCTS is fully compliant with equal pay legislation and publishes an Equal Pay Statement every 4 years.

1. **SCTS Workforce**

The number of SCTS staff in post on 31 March 2019 was 1787. 66% were female and 34% were male (see Figure A).

**Figure A - Total full time relevant employees 1787**

Of the 1787 staff in post, 57 individuals were excluded from the calculations in line with official guidance as these employees would not reflect a true hourly rate as part of the gender pay gap analysis. The exclusions were:

* + 13 individuals who were employed on a fee basis
  + 36 individuals who were excluded due to sickness, maternity and/or due to part month calculations for New Starts and Leavers
  + 8 individuals were not on the officially published SCTS pay scales - 6 are covered by TUPE regulations and 2 are on Scottish Government terms and conditions.

Therefore there are 1730 eligible staff included in the following analysis with a split of 66% female and 34% male which is identical to the split for the whole workforce of 1787 staff.

1. **SCTS Gender Pay Results - Mean and Median Pay**

Mean is defined as the sum of all values divided by the number of relevant values. The mean pay gap is the difference between average hourly rate of pay of female and male staff. The average hourly rate for a female was £13.12. For a male, the rate was £13.58. SCTS has a mean gender pay gap of 3.4% (Figure B).

Median is defined as the middle value in the list of amounts when in ascending order. The median pay gap is the difference between the midpoints in the range of hourly rate of pay of female and male staff. The median information for both female and male staff was £11.04, resulting in a 0% difference. SCTS has a median gender pay gap of 0% (Figure B).

SCTS does not award bonus payments therefore we are not able to report a bonus gender pay gap as defined in the Regulations.

**Figure B — Mean & Median Hourly Pay Gap**

|  |  |  |
| --- | --- | --- |
| **Gender** | **Mean Hourly Pay** | **Median Hourly Pay** |
| Female | 13.12 | 11.04 |
| Male | 13.58 | 11.04 |
| Percentage difference between Female and Male | **3.4%** | **0.0%** |

1. **SCTS Pay Quartiles**

Quartile pay bands are achieved by dividing the SCTS workforce into four equal parts (see Figure C), sorting the hourly rates by lowest rate to highest rate and recording the number of female and male staff in each quartile as a percentage figure (see Figure D). The percentages of females and males in each quartile illustrate the ratio of females to males according to their hourly rate of pay.

**Figure C - Number of Females and Males in Pay Quartiles**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Gender Split** | **Lower Quartile**  (lowest paid) | **Lower**  **Middle Quartile** | **Upper Middle Quartile** | **Upper Quartile**  (highest paid) | **TOTAL** |
| Female | 240 | 333 | 307 | 270 | 1150 |
| Male | 193 | 100 | 125 | 162 | 580 |
| Total | 433 | 433 | 432 | 432 | 1730 |

**Figure D - Percentage of Females and Males in Pay Quartiles**

1. **Comparison Year 2 (2018) and Year 3 (2019)**

SCTS headcount increased slightly during 2018/19 by 31. There has been no change to the proportion of female and male staff and the median gender pay gap remains at 0%. The mean gender pay gap has changed from 2.8% to 3.4% (Figure E) indicating that there has been a slight increase in the gap.

**Figure E — Comparative figures between Year 2 and Year 3**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Year 2**  **(as at March 2018)** | **Year 3**  **(as at March 2019)** | **Percentage Point Difference (pp)** |
| **Mean** | 2.8% | 3.4% | +0.6pp |
| **Median** | 0% | 0% | 0pp |
| **Upper Quartile** | Female: 63%  Male: 37% | Female: 63%  Male: 37% | 0pp  0pp |
| **Upper Middle Quartile** | Female: 72%  Male: 28% | Female: 71%  Male: 29% | -1pp  +1pp |
| **Lower Middle Quartile** | Female: 75%  Male: 25% | Female: 77%  Male: 23% | +2pp  -2pp |
| **Lower Quartile** | Female: 55%  Male: 45% | Female: 55%  Male: 45% | 0pp  0pp |

1. **Understanding the SCTS Gender Pay Gap**

SCTS is pleased to be able to report there is no median gender pay gap and a very low percentage mean gender pay gap. SCTS is committed to maintaining a low gender pay gap and to continuing to monitor our results and the root causes of our gap.

SCTS provides all employees with choices so that a better balance between work and home life can be achieved. SCTS has a number of provisions which contribute positively to the culture of equality, inclusion and diversity and to a reduction in the gender pay gap. SCTS continues to monitor the impact that current measures have which include:

* Recruitment initiatives including diverse selection panels, structured interviews and standardised marking criteria; online tests for entry level jobs and the option for skill-based assessments for posts at other grades
* Flexible working arrangements
* Enhanced parental leave and shared parental pay at the same level as enhanced maternity pay
* Transparency in pay and reward processes
* Scottish living wage employer accreditation
* A job evaluation scheme
* Carers group
* Equality Advisory Group; diversity support networks and resources
* Wellbeing initiatives and support
* PCS Union partnership working

The SCTS also recognises the importance of achieving equal pay for employees carrying out equal work and that we should operate a pay system which is transparent, based on objective criteria and free from unfair bias on any grounds, including sex, race or disability. This is a fundamental principle which is central to SCTS policy on equality and diversity and pay related policies and practices. The latest SCTS Equal pay Statement and Report was published in November 2019.

In order to achieve equal pay, the SCTS is committed to ensuring that we

* maintain the JEGS job evaluation system which provides a systematic role analysis scheme which incorporates the principles of equal pay
* carry out regular monitoring of the impact of pay policies and practices and take appropriate remedial action to resolve issues identified
* provide guidance for managers involved in decisions about recruitment, pay, benefits and promotions
* work in partnership with trade union representatives to ensure equality in pay and benefits
* investigate and respond promptly to any complaints in relation to equal pay.

1. **Declaration**

l, Eric McQueen, Chief Executive, Scottish Courts and Tribunals Service, confirm that the information in this statement has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is accurate.

Signed



24 March 2020