



Gender Pay Gap Report

Introduction

Fife Cultural Trust (OnFife) supports culture across Fife. We work with a huge range of partners, artists and local communities, both directly in our libraries, museums and theatres services, supporting the wider cultural community. We are both a Scottish Living Wage and equal pay employer.

As one of the larger employers within Fife, our venues cover a large demographic area.

Our approach to equality and diversity is a key area of focus for our Board. We are committed to ensuring we demonstrate good practice in mainstreaming the equality duty.

We are committed to the promotion of equality of opportunity in all our employment practices. Our Equal Opportunities policy states that no employee or prospective employee shall receive less favourable treatment because of their protected characteristic.

As we are an employer of more than 250 employees, we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

At the snapshot date of 5 April 2020, 377 relevant employees (employees who we are required to report on) were included in our Gender Pay Gap reporting. This consisted of:

- 309 permanent employees
- 69 casual employees

Of these employees, 304 were female (80.64%) and 73 were male (19.36%).

Findings

The follow results are reflective of the snapshot date of 5 April 2020.

- Our mean gender pay gap is **-3.24%**
- Our median gender pay gap is **-2.01%**

OnFife do not pay bonuses to any employees, so we do not have any data to report on this element of the regulations.

Table 1: Pay quartiles by gender

Band	Males	Females	What is included in this band?
A	32%	68%	All employees whose standard hourly rate is within the lower quartile
B	12%	88%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	18%	82%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
D	16%	84%	All employees whose standard hourly rate is within the upper quartile
<p>A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.</p> <p>The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.</p>			

The table above shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

If we had no gender pay gap, there would be an equal ratio of men to women in each band. However, instead, 68% of the employees in band A are women and 32% men. The percentage of male employees decreases throughout the remaining bands, to 16% in band D.

Why do we have a gender pay gap?

Legally, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are in quite a unique situation as an employer, where our gender pay gap is more favourable towards women, where generally it is a trend that the results would highlight a male dominated pay gap.

We are confident that males and females are paid the same rate for the role they carry out regardless of gender (or any other protected characteristic). As an ALEO (arm's length external organisation) of Fife Council, all our roles have been, and continue to be, evaluated using the agreed national job evaluation scheme. 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.

Our gender pay gap reflects the large split in gender in our workforce, with 80% of employees being female. The nature of library services we provide (who are the largest cohort of employees) tends to attract a higher number of female applicants.

We are committed to monitoring and reducing the gap, and we plan to continue to review what actions we can take to attract more males into roles where they are currently underrepresented. This will include continually scrutinising our recruitment and selection processes to ensure they do not favour a particular gender or contain gender-coded language. We will also work to ensure a focus on progression of males into more senior roles.

However, these results also highlight our successes as an employer in that there are many women who hold senior positions within OnFife, which is not the case for many employers.

We recognise too, that we need more diversity throughout the organisation, not only in relation to gender and that we have an ambitious Equality, Diversity and Inclusion Action Plan to support our goals of achieving this.

I, Kirsty Keay, Director of Corporate & Commercial Development confirm that the information in this statement is accurate.

A handwritten signature in cursive script, reading 'Kirsty Keay'.

30 September 2021