



Gender Pay Gap Report 2021

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 2021, 279 relevant employees (employees who we are required to report on) were included in our Gender Pay Gap reporting. We also have a cohort of casual workers who were not included in this years reporting due to our venues such as theatres remaining closed due the ongoing Covid-19 pandemic, where our casual workers are normally engaged by us.

Of these employees, 232 were female (83.16%) and 47 were male (16.84%).

Findings

The follow results are reflective of the snapshot date of 5 April 2021.

- Our mean gender pay gap is **-1.75**
- Our median gender pay gap is **0**

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	26%	74%	All employees whose standard hourly rate is within the lower quartile
B	10%	90%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
C	14%	86%	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, 74% of the employees in band A are women and 26% 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 83% 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.

This year's report highlights an improvement in our both our mean and median gender pay gap (with the median reporting no gap at all), however this improvement has been influenced by the lack of engagement with our casual workforce due to the Covid-19 pandemic. Most of our casual workers are male, working in roles normally paid at the lower quartiles. As we work towards our recovery following the pandemic, we hope our engagement with our casual workforce will continue to increase as we bring our audiences back to our theatres.

We are committed to monitoring and reducing the gap, and we continually review our recruitment processes to ensure they do not favour a particular gender or contain gender-coded language. We will also continue to focus on progression of males into more senior roles, and we appointed our first male Head of Service in late 2021.

In 2021 we also pledged our support to the Armed Forces Covenant, recently gaining our bronze award. We have pledged our intention to support Defence and to take a positive stance towards reserves, cadet force adult volunteers and veterans who are either existing or prospective employees, which in turn may also help support our commitment to narrowing our gender pay gap.

However, as with last year, these results highlight our successes as an employer in that there are many women who hold senior positions within OnFife.

We continue with our ambitious Equality, Diversity and Inclusion Action Plan to support our goals of achieving more diversity throughout the organisation, not only in relation to gender.

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



31 March 2022