



OnFife

## Gender Pay Gap Report 2024

### Introduction

Fife Cultural Trust (OnFife) supports culture across Fife. We work with a range of partners, artists and local communities in our libraries, museums and theatres, 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 team member, or prospective employee, shall receive less favourable treatment because of their protected characteristic.

At the snapshot date of 5 April 2023, 272 relevant employees (employees who we are required to report on) were included in our Gender Pay Gap reporting.

Of these employees, 224 were female (82.35%) and 48 were male (17.65%).

### Findings

The following results are reflective of the snapshot date of 5 April 2023.

Our mean gender pay gap is **0.41%**

Our median gender pay gap is **0%**

OnFife do not pay bonuses to any employees, therefore we do not publish data on this element of the regulations.



**Table 1: pay quartiles by gender**

Band	Males	Females	What is included in this band?
<b>A</b>	13 (19.12%)	55(80.88%)	All employees whose standard hourly rate is within the lower quartile
<b>B</b>	9 (13.24%)	59 (86.76%)	All employees whose standard hourly rate is more than the lower quartile but the same, or less than, the median
<b>C</b>	12 (17.65%)	56 (82.35%)	All employees whose standard hourly rate is more than the median but the same, or less than the upper quartile
<b>D</b>	14 (20.59%)	54 (79.41%)	All employees whose standard hourly rate is within the upper quartile

**Notes:**

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.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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 there were no gender pay gap, there would be an equal ratio of men to women in each band. However, as can be seen in the table, there are significant difference between men and women in each of the bands.

**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.



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 “Arm’s Length External Organisation (ALEO) of Fife Council, all our roles have been, and continue to be, evaluated using the national Scottish Joint Council 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 has altered over the past year, we have engaged in a concerted effort to recruit a wider diversity of people and genders into our workforce, recognising that we were (and remain) a heavily female centred workforce. In 2022 our mean gender pay gap was **-1.51%**. Which reflected the large number of females in senior positions in the organisation. Our mean gender pay gap has moved from a negative position, which showed that women on average received a higher pay than men, to a positive position, which shows that men now receive a higher pay than women (on average across the organisation).

### Reducing the Gap

Our work to bring greater balance to the gender split in our workforce has seen the number of male employees increase from 15.15% to 17.65% with the largest movement in recruitment evident in quartile ‘B’ which has seen the number of men employed in this bracket treble from 3 people (4.97%) to 9 (13.24%). The next bracket with the most significant movement is the highest paid quartile ‘D’ with a 25% increase in men employed at this level compared to the previous year; 10 people (16.39%) in 2022 increasing to 14 people (20.59%) in 2023. This has resulted the mean gender pay gap to **0.41%** but the median gender pay gap remains at **0%**.

We will continue with our ongoing work to ensure we are attracting a diverse range of applicants for our vacancies to achieve greater balance and reduce the gap.

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

Kirsty Alexander  
19<sup>th</sup> March 2024