

GENDER PAY GAP REPORT

PUBLISHED March 2025

UHI ARGYLL GENDER PAY GAP REPORT 2024-25

UHI Argyll is required as an employer to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

UHI Argyll is an equal opportunities employer and is committed to the fundamental principle that the pay and conditions of employment of all staff are non-discriminatory and free from bias. As part of that principle, staff of different age, race, disability, sexual orientation, gender, gender reassignment, marital or civil partnership status, religion or belief and non-belief and regardless of whether pregnant or on maternity leave will receive equal treatment.

As part of this commitment the College ensures that all employees receive equal pay for the same or similar work.

A gender pay gap is a measure of the difference in the average pay of men and women across the entire College, regardless of the nature or level of their work. It highlights the different number of men and women across all roles.

The gender pay gap is not as a result of paying men and women different rates for the same or equivalent work, it is the result of the roles in which men and women work and the salaries that these roles attract.

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are based on salary data as of 1st April 2024.

HEADLINE GENDER PAY GAP FIGURES

Mean

The mean gender pay gap is the difference between the average hourly earnings of men and women.

Median

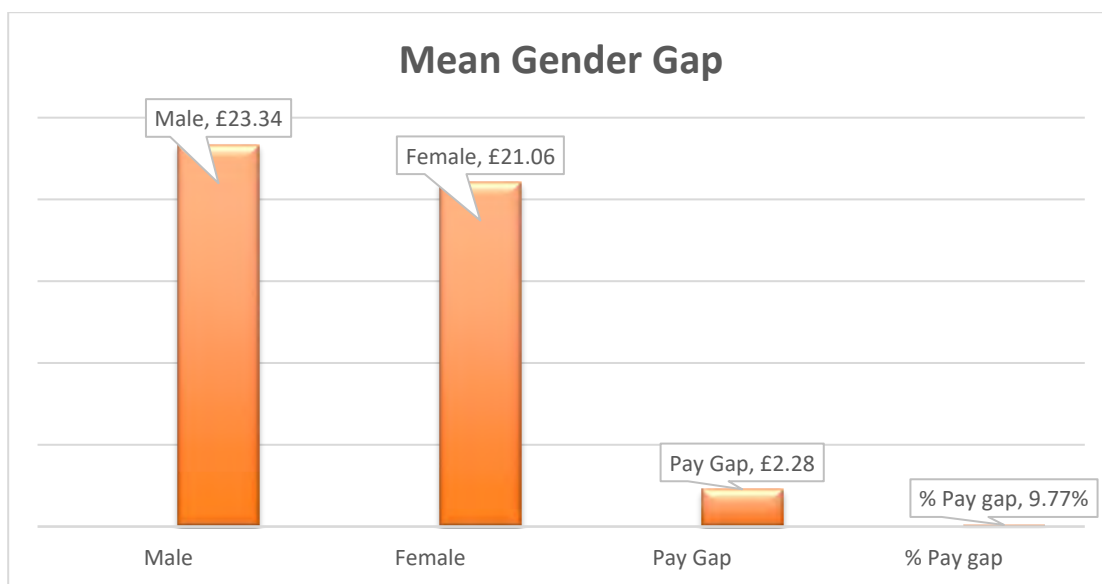
The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary.

Quartiles

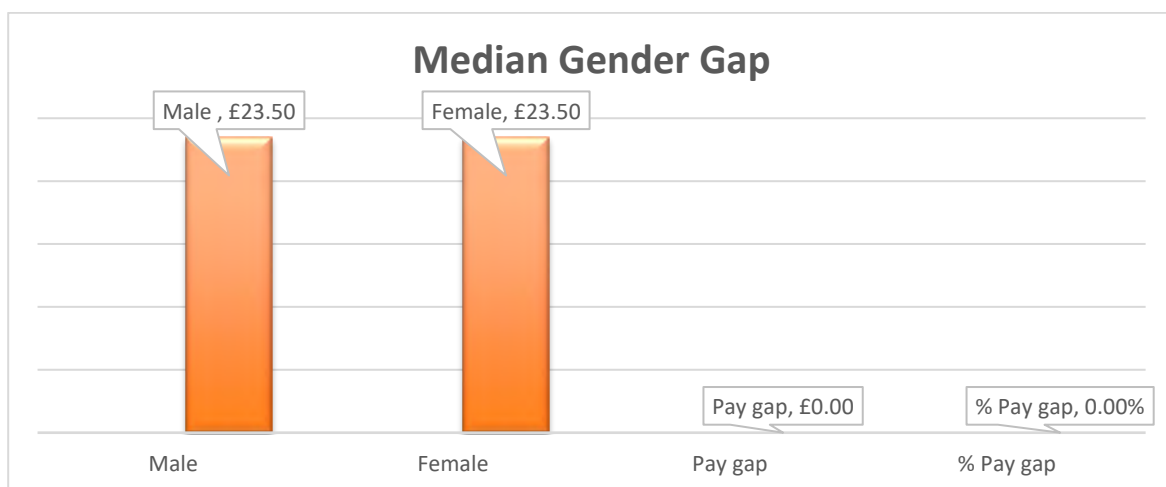
Quartiles are where an organisation is split into four equally sized portions of employees based on their hourly earnings and then the gender split is recorded.

ALL STAFF

	Headcount	Mean	Median
Male	37	£23.34	£23.50
Female	85	£23.06	£23.50
Total/Difference	122	£2.28	£ 0.00
Gap		9.77%	0%



The mean gender pay gap is the difference between average hourly pay or bonus pay for women compared to men. The mean pay for women is 7.13% lower than that of men. **UHI argyll does not pay bonuses to any staff.*



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Median represents the middle point of the population. In simple terms, if you separately lined up all the women in the company and all the men, the median pay gap is the difference between the hourly rate or bonus pay for the middle woman compared to the middle man. There is no difference in the median rate for men and women – 0%. *UHI Argyll does not pay bonuses to any staff

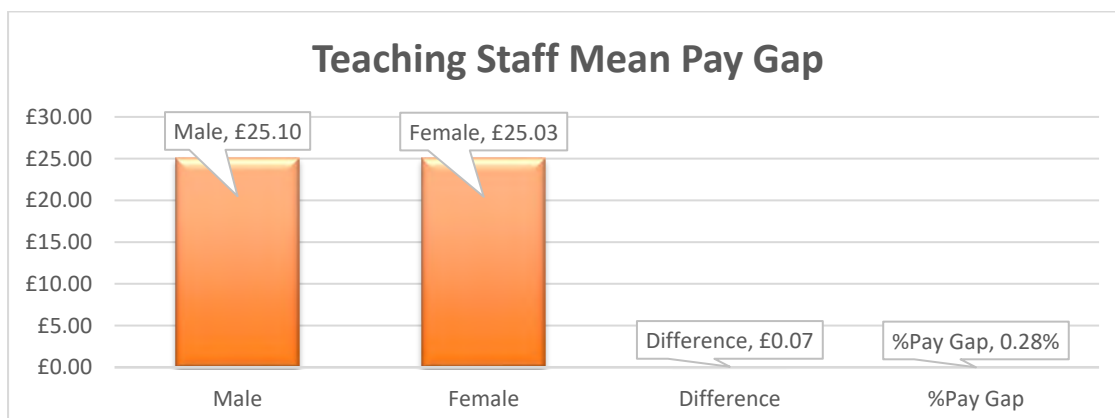
The gender pay gap is not as a result of people being paid differently for the same job. It occurs because of the distribution of the genders within the workforce as shown below:

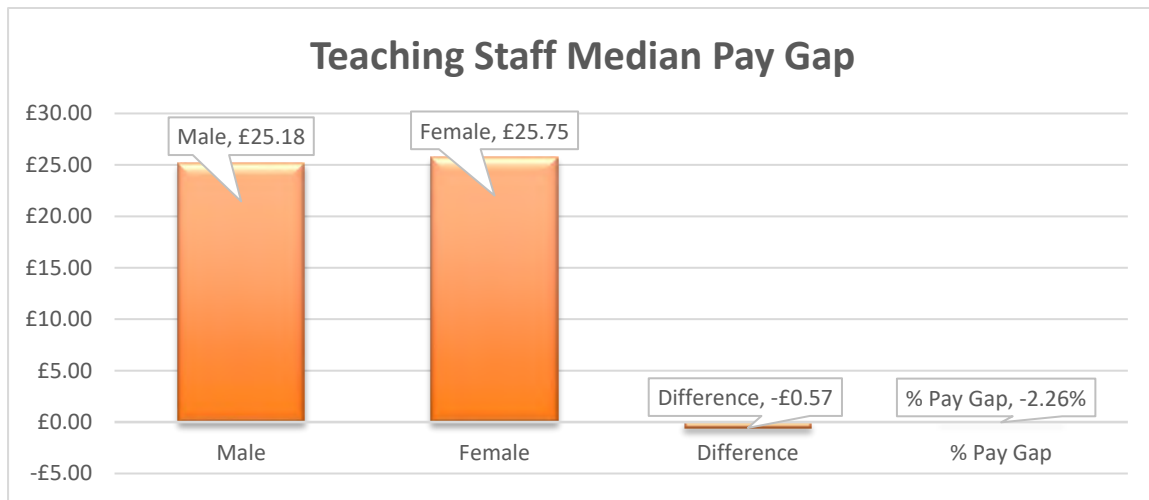
Proportion of Male and female in each hourly rate quartile:

Pay Quartile %	Male	Female
Upper:	20%	80%
Upper Middle:	29%	71%
Middle:	30%	70%
Lower:	41.9%	58.1%

TEACHING STAFF

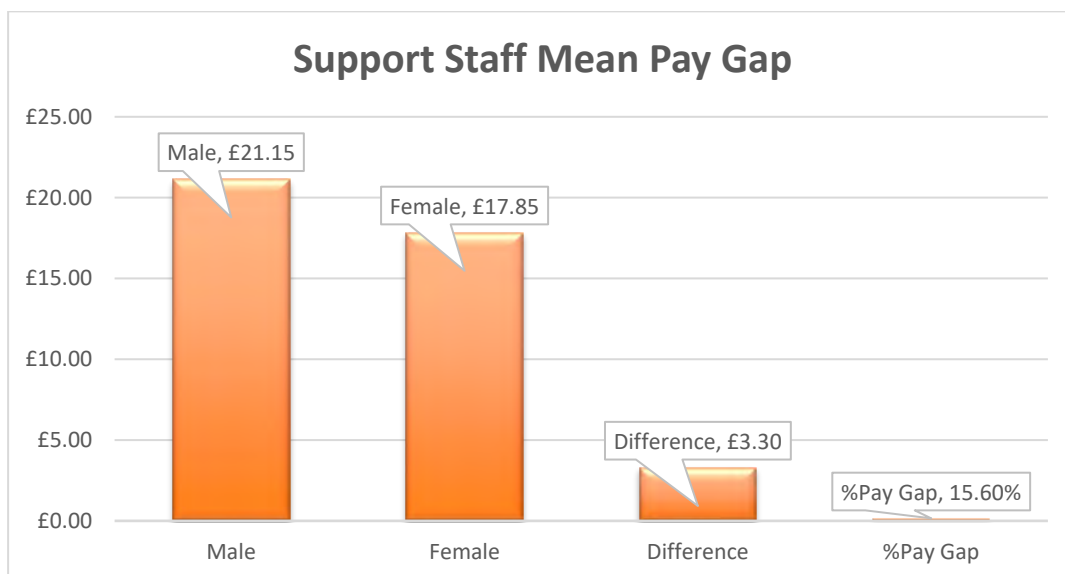
	Headcount	Mean	Median
Male	22	£25.10	£25.18
Female	38	£25.03	£25.75
Total/Difference	60	£0.07	-£0.57
Gap		0.28%	-2.26%

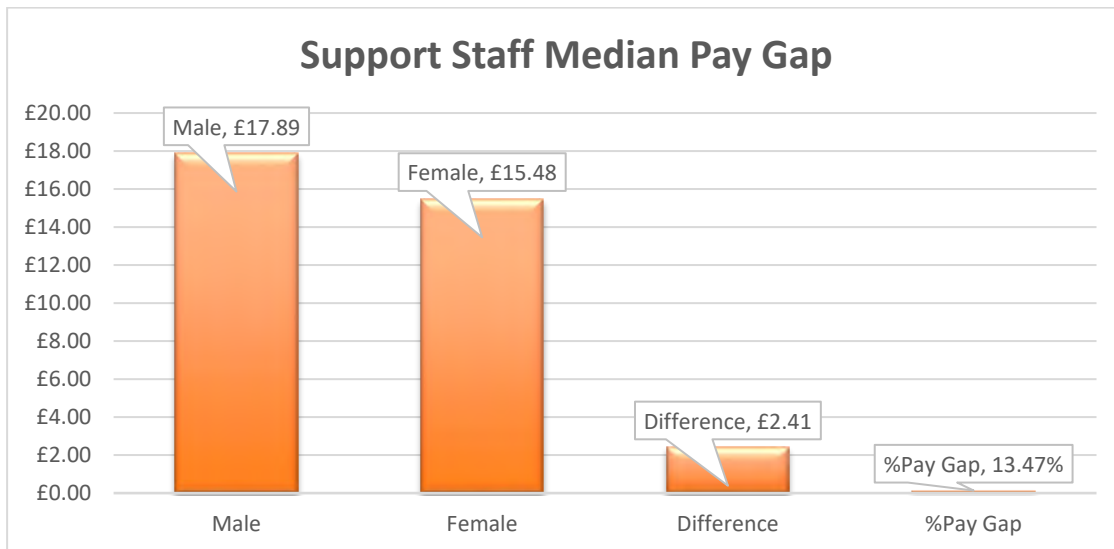




SUPPORT STAFF

	Headcount	Mean	Median
Male	15	£21.15	£17.89
Female	47	£17.85	£15.48
Total/Difference	62	£3.30	£2.41
Gap		15.60%	13.47%





When analysing the gender pay gap by occupational groupings, non-teaching staff significantly contribute to the gender pay gap. The College has a higher number of female staff in the Lower and Lower Middle pay quartiles. Traditionally, these occupations attract more women, are part-time and pay rates are comparatively lower.