

# **THE GLASGOW SCHOOL OF ART**

## Gender pay gap report

January 2025

## EQUAL PAY STATEMENT

The Glasgow School of Art (GSA) is committed to fostering equality, valuing diversity, and ensuring that all staff are treated equitably, regardless of age, race (including nationality, ethnic or national origin), disability, sexual orientation, gender (including gender reassignment), marital, civil partnership or parental status, religion or belief, or lack thereof. Central to these principles is the assurance that all staff receive equal pay for work of equal value.

To achieve this, GSA operates a pay system that is transparent, objective, and free from unfair bias on any grounds, including sex, race, or disability. This commitment underpins GSA's policies on equality, pay, and related matters, including addressing occupational segregation and promoting career development.

Equal pay between men and women is a legal right enshrined in domestic and European law. The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 further requires institutions to publish pay gap information biannually. GSA upholds this legal duty while reflecting its core values of fairness and equity through collaboration with Trade Union colleagues.

GSA acknowledges the broader societal factors driving pay inequality, such as occupational segregation, disparities in unpaid care responsibilities between men and women, limited access to flexible working opportunities, and traditional social attitudes. Recognising these challenges, GSA's objectives align with the General Duty of the Equality Act 2010 to:

- Eliminate unfair, unjust, or unlawful practices and other discrimination affecting pay equality.
- Promote equality of opportunity and the principles of equal pay throughout the workforce.
- Foster good relations between individuals with different protected characteristics in the pursuit of equal pay.

The GSA People Strategy 2023–27 outlines a range of initiatives and programs designed to advance equal pay across all protected characteristics, reinforcing GSA's commitment to fairness and equity.

## ABOUT THIS REPORT

This gender pay report analyses the percentage difference in pay between hourly rates of pay for men and women as of 5 April 2024. Where possible, comparisons to previous years are included to provide context for the data and assess progress—positive or negative—toward achieving equal pay.

This report aims to:

- Identify the gender pay gap using both mean and median calculations and compare the results with those from previous reviews.
- Investigate the causes of any significant pay differences, including factors such as occupational segregation, and ensure these reasons are objectively justified.
- Recommend actionable steps to resolve any issues uncovered during the review.

## CONTEXT

The GSA is a Small Specialist Institution, and it is important to set the context of the composition of our workforce in relation to this report, the headlines for the GSA demographic:

- At this reporting date 637 employees in 670 positions (taking account of those who hold multiple positions).
- The majority of the GSA workforce are women 60% and 40% are men.
- Our workforce is predominantly part time, with 56% of our workforce working less than 35 hours per week, an increase of 3% from the last report.
- Over 52% of the GSA workforce is between the ages of 41 and 60.
- 55% of staff are at the top of their salary grade.
- The average length of service for men is 10.1 years, and women 7.6 years.
- Work is underway to address a long-standing protected pay arrangement for a staff group.

Further information is contained within the GSA Workforce Diversity Monitoring report that is produced annually.

- GSA's mean gender pay gap: -6.0% in favour of men
- Mean total hourly rate: £23.40 for women and £24.89 for men
- GSA's median gender pay gap: - 8.45% in favour of men
- Median total hourly rate: £22.85 for women and £24.96 for men

More information on the methodology used can be found in Appendix 1 along with information on grade allocation and grade structure.

To continue to improve on pay gap reporting going forward data on disability and Ethnicity pay gaps will be collated, analysed and presented.

Guidance published by the Equality and Human Rights Commission (EHRC) describes percentage differences that fall out with 95-105% i.e. +/-5% as constituting a statistically significant difference in pay. Gaps of over 5% require to be investigated and acted upon while gaps that exceed 3% may also warrant further investigation where a pattern or a trend emerges, for example, where all or most of the differences are in favour of one sex. This principle has been applied in this report.

## Section 1 Gender Pay Gap

### SECTION 1A: THE GENDER PAY GAP AND MEAN HOURLY WAGE

This section considers pay by gender in relation to the mean hourly wage. The mean hourly wage is calculated by taking the total of all wages in a data set and dividing by the number of wages in the data set. The mean hourly wage can be skewed where there are extremes in the dataset.

In Tables 1 and 2 below where pay is analysed by gender, highlighted data shows where there is a pay gap of more than 5% that favours men (yellow highlight) and where there is a pay gap of more than 5% that favours women (green highlight).

In our previous equal pay reports, the reported data excluded protected pay arrangements for a staff group. To enable comparison with previous datasets the same methodology has been applied in this report (Appendix 1). Work is in progress to review the protected pay arrangement and will be reflected in future reporting as appropriate.

*Table 1: Mean Hourly Wage and the Gender Pay Gap across Grades*

	Women's Mean Hourly Wage	Men's Mean Hourly Wage	Pay Gap %
Grade 1	£12.00	£12.00	0%
Grade 2	£12.27	£12.31	-0.3%
Grade 3	£13.43	£13.37	0.4%
Grade 4	£15.69	£15.68	0.1%
Grade 5	£18.16	£18.76	-3.2%
Grade 6	£21.64	£21.35	1.3%
Grade 7	£27.73	£28.13	-1.4%
Grade 8	£34.11	£34.91	-2.3%
Grade 9	£37.70	£37.53	0.4%
Off-Scale	£58.45	£51.93	12.6%
Total	£23.40	£24.89	-6.0%

The mean gender pay gap is -6.0%, indicating that, on average, women earn 6.0% less than men. This equates to women having an average hourly wage of £23.40 and men having an average hourly wage of £24.89.

In most grades, the gender pay gap is minimal, ranging between 0% and -3%. However, women in off-Scale positions earn 12.6% more than men.

Table 2, below, tracks the gender pay gap across grades from February 2021 to April 2024.

Table 2: Mean Gender Pay Gap and headcount across Grades, 2021 to 2024

Grade	Feb-21			Feb-23			Apr-24		
	Women	Men	Pay Gap %	Women	Men	Pay Gap %	Women	Men	Pay Gap %
1	33	19	0.2%	31	21	-0.1%	32	20	0.0%
2	5	5	2.9%	11	4	-1.4%	10	4	-0.3%
3	33	8	-1.2%	44	25	1.4%	38	23	0.4%
4	44	28	-2.2%	45	30	-1.2%	27	14	0.1%
5	47	51	-1.0%	50	44	-3.0%	56	39	-3.2%
6	32	14	-2.0%	36	23	2.7%	44	23	1.3%
7	109	99	-0.7%	127	105	-1.5%	133	104	-1.4%
8	24	25	-0.8%	31	28	-1.9%	41	25	-2.3%
9	5	11	-0.3%	6	12	-0.2%	5	13	0.4%
Off-Scale	8	10	-1.4%	8	8	7.2%	10	10	12.6%
Total	340	271	-9.5%	389	301	-7.4%	396	275	-6.0%

Overall, the total pay gap based on mean salaries has improved over time, narrowing from -9.5% in February 2021 to -7.4% in February 2023, and further to -6.0% in April 2024.

The table shows that the number of women mostly outnumbered men in a grade (e.g. in 2024 grade 7: 56% women vs. 44% men), however further analysis shows men are more likely to be at the top of the grade impacting on the pay gap. However, this trend reverses in Grade 9, where men hold a majority of positions (72% men vs. 28% women in 2024).

#### Detailed Grade Breakdown

Grade 1 - The pay gap has shown some slight fluctuations over the last few years however there is currently no gap in gender pay within this grade.

Grade 2 - The pay gap narrowed from 2.9% favouring women in 2021 to -1.4% favouring men in 2023, before almost achieving parity at -0.3% in 2024.

Grade 3 - The mean pay gap shifted from -1.2% favouring men in 2021 to 1.4% favouring women in 2023, and slightly narrowed to 0.4% in 2024, still favouring women.

Grade 4 - The pay gap narrowed progressively from -2.2% favouring men in 2021 to -1.2% in 2023 and finally disappeared by 2024 (0.1% parity).

Grade 5 - The gap moved from -1.0% in 2021 to -3.0% in 2023, and further to -3.2% in 2024, consistently favouring men. Grade 5 does have more women, however of the men in this grade 74.4% are at the top of the grade.

Grade 6 - The gap moved from -2.0% favouring men in 2021 to 2.7% favouring women in 2023, before narrowing to 1.3% in 2024, still favouring women.

Grade 7 - The pay gap has shown slight fluctuations in recent years, moving from -0.7% in 2021 to -1.5% in 2023, before narrowing slightly to -1.4% in 2024, consistently favouring men. This pay grade, comprises 35% of all staff. A key factor driving this difference is the length of service: 46.6% of women in this grade have reached the top of the pay scale, compared to 56.7% of men. Currently, women

make up 56% of staff in this grade. As their length of service increases, this will have a positive impact on reducing the gender pay gap over time.

Grade 8 - The gap widened from -0.8% in 2021 to -1.9% in 2023, and further to -2.3% in 2024, consistently favouring men. In Grade 8, 80% of men are at the top of their grade, compared to only 46.3% of women in this grade. This disparity is primarily due to a significant increase in the number of women entering Grade 8 (at the lower end of the spine points) in recent years, compared to men. Between 2021 and the present, the number of women in Grade 8 rose from 24 to 41, while the number of men remained unchanged. As a result, there are fewer women than men currently positioned at the higher end of the Grade 8 spine points.

Grade 9 - The gap remained relatively stable, shifting slightly from -0.3% in 2021 to -0.2% in 2023, before reversing to 0.4% favouring women in 2024.

Off-scale - The gap improved from -1.4% favouring men in 2021 to 7.2% favouring women in 2023, and further to 12.6% in 2024, consistently favouring women. In the reporting period up to April 2024, the Remuneration Committee reviewed salary for SLG roles going out to advert and also some long-standing roles that were overdue a review with consideration given to job size and benchmarking data. A full external review of SLG roles including job evaluation outcomes and benchmarking commenced in March 2024.

## SECTION 1B: THE GENDER PAY GAP AND MEDIAN HOURLY WAGE

Median pay analysis is informed by the middle value in a list of wages, where half of the workers earn more, and half earn less. Looking at median salaries in addition to mean salaries is essential when analysing the gender wage gap because it provides a more comprehensive and accurate understanding of pay disparities. This is because the median reduces the impact of outliers, represents the typical employee, and is better suited to comparison across groups.

Table 3, below, highlights the gender median hourly wage gap across various grades.

*Table 3: Median Hourly Wage Gap by Gender*

	Women's Median Hourly Wage	Men's Median Hourly Wage	Pay Gap %
Grade 1	£12.00	£12.00	0.0%
Grade 2	£12.21	£12.31	-0.81%
Grade 3	£13.28	£13.28	-0.02%
Grade 4	£16.21	£16.21	0.00%
Grade 5	£18.06	£19.15	-5.69%
Grade 6	£20.92	£21.54	-2.88%
Grade 7	£28.92	£29.78	-2.89%
Grade 8	£34.51	£35.54	-2.90%
Grade 9	£37.70	£37.70	0.00%
Off-Scale	£50.86	£49.31	3.14%
Total	£22.85	£24.96	-8.45%

The median hourly wage for women is 8.45% lower than the median hourly wage for men. The median hourly wage for women is £22.85 and for men is £24.96.

In Grade 5 despite women making up a larger percentage (59%) of this grade, a higher proportion of men (74%) are at the top of the grade. Staff progress automatically up the salary spine points within the grade until they reach the top.

There is complete pay parity in Grades 3, 4, and 9, where women and men earn identical median hourly wages. Moreover, in Off-Scale roles, women earn 3.14% more than men, marking the only instance where the median wage gap favours women.

Table 4, below, tracks the reported median pay gap across grades from February 2021 to April 2024, highlighting significant fluctuations over time.

Table 4: Median Wage Gap by Grade from February 2021 to April 2024

	Feb-21	Feb-23	Apr-24
Grade	Pay Gap %	Pay Gap %	Pay Gap %
1	-27.50%	0%	0.0%
2	8.90%	-4%	-0.81%
3	1.40%	0%	-0.02%
4	0%	0%	0.00%
5	-5.70%	-4.30%	-5.69%
6	-5.70%	7.60%	-2.88%
7	-5.70%	-2.90%	-2.89%
8	0%	-2.90%	-2.90%
9	0%	0%	0.00%
Off-Scale	-10.10%	-8.70%	3.14%
Total	-4.80%	-2.52%	-8.45%

The overall median pay gap shows improvement between 2021 and 2023, narrowing from -4.8% in 2021 to -2.52% in 2023, however it has increased to -8.4% in 2024. An enhanced understanding of turnover demographic data may assist in developing an understanding as to these fluctuations.

Grade 2 improves over time, with its gap narrowing from -4% in 2023 to -0.81% in 2024, indicating closer parity between the median wages of men and women.

Several grades demonstrate consistent pay parity, such as Grades 4 and 9, which maintain a 0% pay gap throughout the period, with grade 8 only showing slight differences. However, Grades 5 and 7 consistently show wage gaps favouring men, with Grade 5 fluctuating between -4.30% and -5.70% within this grade 74% of men are at the top of their grade. Grade 7 remaining stable at approximately -2.90% where 56% of men are at the top of the scale and tend to have a longer length of service.

Off-Scale roles are an outlier, with a substantial shift from a 16.90% gap in favour of men reported in the 2019 report to a 3.14% gap in 2024, favouring women. This can be understood through the work of the Remuneration Committee to robustly review SLG salaries with implementation of a Remuneration Committee Framework in 2023.



## SECTION 2: THE GENDER PAY GAP AND CONTRACT TYPE

Table 5 provides a row-wise distribution of full-time and part-time employees across grades by gender.

*Table 5: Mean Gender Distribution of Full-Time and Part-Time Employees across Grades*

	Full time		Full time Total	Part time		Part time Total	Total
	Women	Men		Women	Men		
Grade 1	17%	27%	44%	44%	12%	56%	100%
Grade 2	14%	0%	14%	57%	29%	86%	100%
Grade 3	26%	15%	41%	36%	23%	59%	100%
Grade 4	29%	17%	46%	37%	17%	54%	100%
Grade 5	28%	22%	51%	31%	19%	49%	100%
Grade 6	34%	31%	66%	31%	3%	34%	100%
Grade 7	17%	12%	29%	39%	32%	71%	100%
Grade 8	39%	27%	67%	23%	11%	33%	100%
Grade 9	28%	61%	89%	0%	11%	11%	100%
Off-Scale	50%	50%	100%	0%	0%	0%	100%
Total	25%	21%	46%	34%	20%	54%	100%

Part-time roles are predominantly held by women across most grades, especially in Grades 1 (44% women) and 2 (57% women) although women may take part time roles due to external constraints such as care responsibilities or role availability. Men have limited representation in part-time roles, particularly in higher grades such as Grades, 8 and 9. Overall, 46% of employees are in full-time roles (25% women, 21% men), while 54% are in part-time positions (34% women, 20% men), highlighting the greater prevalence of part-time work among women and men more prevalent in senior full-time roles.

Table 6, below, compares the mean hourly wages of full-time and part-time employees across grades and calculates the corresponding pay gap.

*Table 6: Full-Time and Part-Time Mean Hourly Wages and the Pay Gap*

	Full-time Mean Hourly Wage	Part-time Mean Hourly Wage	Pay Gap %
Grade 1	£12.00	£12.00	0.0%
Grade 2	£12.31	£12.28	-0.28%
Grade 3	£13.46	£13.37	-0.70%
Grade 4	£15.61	£15.75	0.90%
Grade 5	£18.30	£18.52	1.21%
Grade 6	£21.34	£21.91	2.65%
Grade 7	£28.03	£27.85	-0.65%
Grade 8	£34.32	£34.58	0.77%
Grade 9	£37.57	£37.70	0.36%
Off-Scale	£55.19	N/A	N/A
Total	£25.49	£22.75	-10.73%

In most grades, the pay gap is minimal, with differences under 1% (e.g., Grade 3 at -0.70% and Grade 8 at 0.77%). Some grades, like Grade 6, show a notable positive pay gap of 2.65%, indicating that part-time employees earn more on average than full-time employees.

The pay gap between full-time and part-time employees is disproportionately influenced by the fact that off-scale employees, who receive the highest salaries, are exclusively full-time. If this group are excluded from the calculation, the total pay gap for full and part time mean hourly wages is -3.41% (i.e. full time hourly wage is 3.41% higher).

Table 7 provides a breakdown of mean hourly wages for full-time and part-time employees, separated by gender, and calculates the pay gap between women and men for each category.

*Table 7: Full-Time and Part-Time Mean Hourly Wage and Pay Gap by Gender*

	Full time			Part time		
	Women	Men	Pay Gap %	Women	Men	Pay Gap %
Grade 1	£12.00	£12.00	0.00%	£12.00	£12.00	0.00%
Grade 2	£12.31	N/A	N/A	£12.26	£12.31	-0.42%
Grade 3	£13.39	£13.59	-1.51%	£13.45	£13.23	1.71%
Grade 4	£15.63	£15.59	0.24%	£15.74	£15.77	-0.19%
Grade 5	£17.87	£18.85	-5.18%	£18.43	£18.66	-1.20%
Grade 6	£21.38	£21.30	0.38%	£21.91	£21.88	0.12%
Grade 7	£27.76	£28.41	-2.29%	£27.71	£28.03	-1.12%
Grade 8	£34.09	£34.66	-1.64%	£34.14	£35.54	-3.96%
Grade 9	£37.70	£37.50	0.53%	N/A	£37.70	N/A
Off-Scale	£58.45	£51.93	12.56%	N/A	N/A	N/A
Total	£25.17	£25.87	-2.71%	£22.08	£23.87	-7.50%

For full-time employees, men generally earn more than women across most grades, with the biggest differentials at Grade 5 (-5.18%). For Grade 5 74% of full-time men are at the top of their grade.

Off-Scale roles show the largest positive pay gap of 12.56%, favouring women however there are no part time staff (either women or men) in this grade.

In total, the average pay gap for full-time employees is -3.40%, favouring men, while the gap for part-time employees is more significant at -7.50%, also favouring men.

Table 8 highlights the mean gender pay gap for part-time and full-time employees across grades from 2023 to 2024. For part-time employees, the total pay gap narrowed from -7.50% in 2023 to -3.40% in 2024, reflecting a reduction in pay disparity.

Table 8: Mean Gender Pay Gap for Part-Time and Full-Time Employees, 2023 to 2024

Grade	Part Time 2023			Full Time 2023			Part-Time 2024			Full-Time 2024		
	Women	Men	Pay Gap %	Women	Men	Pay Gap %	Women	Men	Pay Gap %	Women	Men	Pay Gap %
1	28	5	0.42%	3	16	-0.2%	23	6	0.00%	9	14	0.0%
2	8	3	-3.7%	3	1	5.5%	8	4	-0.42%	2	0	N/A
3	31	15	-1.5%	13	10	2%	22	14	1.71%	16	9	-1.51%
4	30	24	-0.63%	15	6	-1.3%	15	7	-0.19%	12	7	0.24%
5	24	19	-2%	26	25	-3.9%	29	18	-1.20%	27	21	-5.18%
6	13	6	3.3%	23	17	2%	21	2	0.12%	23	21	0.38%
7	90	77	-0.9%	37	28	3%	93	75	-1.12%	40	29	-2.29%
8	9	10	-4.6%	22	18	0.9%	15	7	-3.96%	26	18	-1.64%
9	1	1	-0.6%	5	11	-4.8%	0	2	N/A	5	11	0.53%
Off-scale	0	0	N/A	8	8	7.2%	0	0	N/A	10	10	12.56%
<b>Total</b>	<b>234</b>	<b>160</b>		<b>156</b>	<b>140</b>		<b>226</b>	<b>135</b>	<b>-7.50%</b>	<b>170</b>	<b>140</b>	<b>-2.71%</b>

## SECTION 3: SALARIES ABOVE THE 51 POINT GRADE STRUCTURE

*Table 9: Pay Gap between Men and Women for Off-scale employees from 2019 to 2024*

	2019	2021	2023	2024
Whole Group	-5.60%	1.80%	7.20%	12.56%
Whole Group excluding Director	-18.00%	-8.50%	-7.50%	1.07%
Direct reports to Director	N/A	1.50%	-9.70%	-2.50%
Direct reports to others	-7.6%	2.70%	-4.00%	-7.49%

### **Off scale**

The “Off scale” category consists of those members of staff (including the Director of the School) whose salaries are beyond the 51 new JNCHES spine points. Senior Leadership Group salaries are determined by the Remuneration Committee of the Board of Governors, as set out in the Remuneration Committee Framework. There is also a small group (6) staff who have level 4 responsibility as defined in the UCEA Senior Staff Remuneration Survey and have been evaluated using Higher Education Role Analysis as being off scale. Salary setting for this cohort is informed by benchmarking data, internal and external.

Overall, the off-scale group shows the pay gap is 12.56% in favour of women. When the Director’s salary is excluded, the mean gender pay gap for this group is 1.07% which demonstrates that there has been a change in the pay gap in favour of women since 2023 (-7.5%).

The pay gap for the 8 off scale employees who are direct reports to the Director (8) has decreased from -9.70% to -2.50%.

The pay gap for the remaining 12 off scale employees that do not report directly to the Director, has shifted from -4.00% to -7.4%. This may to a large extent reflect the benchmarking of different roles to different professional groups which impacts on overall pay differential.

## Conclusions

- Equal pay for work of equal value: GSA's ambition is for there to be no pay gap across the protected characteristics and the People Strategy identifies actions including job evaluation, pay grade review (with proposal for extension of the scale to include those currently non SLG off scale) and a career framework that will be monitored to ensure a positive impact in this space.
- Financial wellbeing: We continue as a Real Living Wage employer ensuring we are investing in our people. We are also continuing to develop guidance and advice for all our employees to support financial wellbeing.
- Legacy pay protection arrangements: Work is progress to review long standing pay protection arrangements.
- Full-time vs. Part-time Work: Part-time employees earn less overall, even if their hourly rates are the same, due to fewer hours worked. The workforce at the GSA is made up of 56% part time workers of this 58% of this being female. Through ongoing employee engagement, we are working to understand employee experience, including reward, as a part time member of staff at the GSA.
- Entry at the bottom of the salary grade: Individuals starting at the bottom of the salary grade will require time to progress through the pay grades. As a result, the impact of such progression will take time to be evidenced. We are reviewing our grading structure to ensure we have a structure that best supports opportunities for progression and structures at the GSA.
- Disclosing information: we will continue to encourage staff to disclose sensitive information, ensuring confidentiality and support, so that our gender pay reporting can remain accurate and actionable. This will enable us to make informed, equitable decisions that drive meaningful progress.
- Workforce demographic: With change being incremental progress has been made that shows women are progressing into higher grades which will continue to have a positive impact on gender pay gap reporting.

## Appendix 1

### METHODOLOGY

The gender pay review utilises existing staff data to analyse pay patterns across the institution. The information was collected from the HR Information Management System as of 5 April 2024 and includes the protected characteristics of gender, age, and hours worked (part-time/full-time).

This report presents the percentage value of any pay gaps, with a -% indicating that women are paid less than men and a +% indicating that women are paid more. The calculation used to determine the pay gap is based on hourly rate and as recommended by Equality Challenge Unit, is as follows:

$$\left( \frac{\text{Women's mean/median hourly wage} - \text{Men's mean/median hourly wage}}{\text{Men's mean/median hourly wage}} \right) * 100$$

Guidance published by the Equality and Human Rights Commission (EHRC) describes percentage differences that fall outwith 95-105% i.e. +/-5% as constituting a statistically significant difference in pay. Gaps of over 5% require to be investigated and acted upon while gaps that exceed 3% may also warrant further investigation where a pattern or a trend emerges, for example, where all or most of the differences are in favour of one sex.

### BONUS PAY

Given that GSA does not make any bonus payments it has not been necessary to incorporate these factors into calculations. Following the [Government gender pay gap reporting](#) overtime payments are not included in the calculations.

### PROTECTED PAY ARRANGEMENT

A long-standing protected pay arrangement is in place for a group of staff. This arrangement includes guaranteed overtime and a shift allowance. In previous equal pay reports this arrangement has been excluded from the analysis of wage differentials by gender to enable assessment of pay equality without legacy anomalies. To enable analysis of datasets with previous reports, the same methodology has been applied in this report.

These protected pay arrangements are currently under review and future reporting methodology may be adjusted to take into account any impact on equal pay at the GSA.

### GRADE ALLOCATION

Through the application of job evaluation and benchmarking, employees are assigned to a specific grade on the pay scale (see pay scale for April 2024 in Appendix 2 including hourly rate) or off the scale if evaluated higher than a grade 9.

For on scale roles, after completing six-month service within a grade, employees progress to the next spine point within that grade each April, regardless of performance. Salaries within each grade are adjusted annually in August to reflect nationally negotiated pay awards.

For internal promotions, employees are usually placed at the lowest point of the new grade, however there are some exceptions.

## THE GRADE STRUCTURE AND THE LIVING WAGE

The current grade structure was introduced on 1 April 2007 as part of the implementation of the national Pay Framework Agreement. This structure was developed following a comprehensive evaluation of all roles using the Higher Education Role Analysis (HERA) tool. A detailed overview of the grading structure is provided in Appendix 2.

The 51-point grade structure is utilised across the Higher Education (HE) sector, with institutions collaboratively setting grade boundaries locally during the 2007 Pay Framework project. In January 2020, GSA initiated a review of the grading structure to assess the costs of adjusting grade boundaries in alignment with best practices. However, this work was paused due to the pandemic and is now planned for continuation under the Pay and Reward pillar of the People Strategy.

The spine points on the grade structure are defined and negotiated nationally via the Joint Negotiation Committee for Higher Education (JNCHES) and conducts collective pay negotiations with five HE Trade Unions – UCU, UNISON, Unite, EIS and GMB. The GSA is affiliated and implements the JNCHES annual pay negotiation outcomes. 616 staff within the GSA are paid using this national collectively agreed pay structure.

Those who are paid above spine point 51 are described as being paid “off scale”. Off scale staff are also considered in this report. Collectively this “off scale” group is made up of 20 staff split evenly between women and men. The Senior Leadership Group consists of 14 senior staff who have their salary level set by the Remuneration Committee of the Board of Governors.<sup>1</sup>

There are also 5 employees who are off scale but do not form part of SLG. The salary placement for this group is undertaken locally and includes a review to ensure the job is evaluated higher than Grade 9, benchmarking on an internal sectoral and geographical level. The salary placement is then confirmed by a subgroup of SLG.

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<sup>1</sup> The role and remit of the Remuneration Committee can be found at: <https://gsofa.sharepoint.com/sites/intranet/ProfessionalSupport/HR/PublishingImages/Pages/HR-Policies/Remuneration%20Committee%20Framework.pdf>.

The introduction and subsequent revisions of the Remuneration Committee Framework aim to ensure the transparent, objective, and fair determination of salaries within this group. This process will be guided by robust external benchmarking data reflecting professional roles in the broader labour market, as well as relevant internal benchmarking data. The internal data will consider the varying portfolios, levels of impact, and accountability associated with roles in the “Other” category.

Appendix 2

Table 1: Single Scale Point for HE Academic and Support Staff 05 April 2024

Grade	Scale point	Hourly Rate	Salary as of 05 April 2024
<b>1</b>	4	£12.00	N/A
	5	£12.21	£20,880.00
	6	£12.21	£20,948.00
	7	£12.21	£21,254.00
	8	£12.21	£21,543.00
	9	£11.95	£21,828.00
<b>2</b>	10	£12.16	£22,214.00
	11	£12.42	£22,681.00
<b>3</b>	12	£12.67	£23,144.00
	13	£12.98	£23,700.00
	14	£13.28	£24,248.00
	15	£13.43	£24,533.00
	16	£13.76	£25,138.00
	17	£14.10	£25,742.00
<b>4</b>	18	£14.48	£26,444.00
	19	£14.88	£27,181.00
	20	£15.32	£27,979.00
	21	£15.75	£28,759.00
	22	£16.21	£29,605.00
<b>5</b>	23	£16.69	£30,487.00
	24	£17.19	£31,396.00
	25	£17.70	£32,332.00
	26	£18.06	£32,982.00
	27	£18.60	£33,966.00
	28	£19.15	£34,980.00
<b>6</b>	29	£19.73	£36,024.00
	30	£20.31	£37,099.00
	31	£20.92	£38,205.00
	32	£21.54	£39,347.00
	33	£22.19	£40,521.00
	34	£22.85	£41,732.00
<b>7</b>	35	£23.53	£42,978.00
	36	£24.24	£44,263.00
	37	£24.96	£45,585.00
	38	£25.72	£46,974.00
	39	£26.47	£48,350.00
	40	£27.26	£49,794.00
	41	£28.08	£51,283.00
	42	£28.92	£52,815.00



	43	£29.78	£54,395.00
<b>8</b>	44	£30.67	£56,021.00
	45	£31.59	£57,696.00
	46	£32.54	£59,421.00
	47	£33.51	£61,198.00
	48	£34.51	£63,029.00
	49	£35.54	£64,914.00
<b>9</b>	50	£36.61	£66,857.00
	51	£37.70	£68,857.00