

# GENDER PAY GAP REPORT 2024

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## Reporting Date 5 April 2024 as Reported by 4 April 2025

The following information relates to the gender pay gap position within SRUC as of April 2024. The details required by the Equality Act 2010 include:

- mean gender pay gap in hourly pay.
- median gender pay gap in hourly pay.
- proportion of males and females receiving a bonus payment (none – see below)
- proportion of males and females in each pay quartile

As noted, there is provision for publishing “mean and median bonus gender pay gaps,” however SRUC do not pay employee bonuses.

The figures are calculated according to the relevant Government formulae considering deductions from salary through salary sacrifice to reach an hourly rate for every employee. The government/ national calculation methods show the following results for SRUC as of 05 April 2024.

|                                |               |
|--------------------------------|---------------|
| Mean Hourly Rate (Male)        | £23.38        |
| Mean Hourly Rate (Female)      | £20.40        |
| <b>Mean Gender Pay Gap %</b>   | <b>12.73%</b> |
| Median Hourly Rate (Male)      | £22.12        |
| Median Hourly Rate (Female)    | £18.93        |
| <b>Median Gender Pay Gap %</b> | <b>14.40%</b> |

Under the legislation we are also required to publish the proportion of males and females in each pay quartile (as defined by HMG). These are as follows:

| 2024 Distribution     | Male (%) | Female (%) |
|-----------------------|----------|------------|
| Lower Quartile        | 31.4     | 68.6       |
| Lower Middle Quartile | 34.0     | 66.0       |
| Upper Middle Quartile | 42.6     | 57.4       |
| Upper Quartile        | 50.0     | 50.0       |

This distribution, with women being the significant majority of all quartiles other than the upper quartile, is a major contributor to the overall gender pay gaps that exist.

Progress

As can be seen from the table below, both our Mean and Median Gender Pay Gaps have decreased compared to 2023, indicating a significant positive trend.

|                             | 2024   | 2023   | 2022   | 2021   | 2020   |
|-----------------------------|--------|--------|--------|--------|--------|
| Mean Hourly Rate (Male)     | £23.38 | £22.95 | £21.73 | £20.65 | £19.77 |
| Mean Hourly Rate (Female)   | £20.40 | £19.47 | £18.53 | £17.25 | £16.25 |
| Mean Gender Pay Gap %       | 12.73% | 15.2%  | 14.8%  | 16.4%  | 18.0%  |
| Median Hourly Rate (Male)   | £22.12 | £21.73 | £20.17 | £19.36 | £18.80 |
| Median Hourly Rate (Female) | £18.93 | £17.86 | £16.91 | £15.47 | £14.34 |
| Median Gender Pay Gap %     | 14.40% | 17.8%  | 16.2%  | 20.1%  | 23.7%  |

The gender pay gap in the UK has been declining gradually over time; over the last decade, it has fallen by approximately a quarter among all employees. According to the latest available figures from the Office for National Statistics' Annual Survey of Hours and Earnings, as of April 2024, the **median** gender pay gap among all employees was **13.1%**, remaining below the **17.4%** recorded in 2019. The **mean** gender pay gap in 2024 was **11.8%**, also reflecting a continued decline from **13.1%** in 2019.

At SRUC, while the current **mean** and **median** gender pay gaps remain slightly above the national averages reported by the ONS, there has been a more marked improvement over time. Between the reporting periods of 2020 and 2024, SRUC's mean gender pay gap narrowed by **5.27%**, and the median gap by **9.3%**, demonstrating sustained progress toward pay parity.

- In line with the information above, when the gender pay gap is captured by division, we can see improvement across all divisions, with the following noted:
- The Executive Leadership Team posts were distributed across divisions until the 2022 reporting period. From 2023 onwards, they have been grouped under Professional Services. Although this reclassification led to an increase in the reported gap in 2023, the latest data indicates a narrowing trend.
  - The median pay gap in Academic is consistent with the wider UK Higher Education (HE) sector average, which stands at 11.9%.

| Academic   | 2024              |                     | 2023              |                     | 2022              |                     | 2020              |                     |
|------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
|            | Mean Hourly Rates | Median Hourly Rates | Mean Hourly Rates | Median Hourly Rates | Mean Hourly Rates | Median Hourly Rates | Mean Hourly Rates | Median Hourly Rates |
| Male       | £24.22            | £23.44              | £23.39            | £22.73              | £22.47            | £21.18              | £21.47            | £20.31              |
| Female     | £20.94            | £20.62              | £19.97            | £19.35              | £19.03            | £18.75              | £17.95            | £17.27              |
| Difference | £3.28             | £2.82               | £3.42             | £3.38               | £3.43             | £2.43               | £3.52             | £3.04               |
| Gap        | 13.5%             | 12.0%               | 14.6%             | 14.9%               | 15.3%             | 11.5%               | 16.4%             | 15.0%               |

| Commercial | 2024              |                     | 2023              |                     | 2022              |                     | 2020              |                     |
|------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
|            | Mean Hourly Rates | Median Hourly Rates | Mean Hourly Rates | Median Hourly Rates | Mean Hourly Rates | Median Hourly Rates | Mean Hourly Rates | Median Hourly Rates |
| Male       |                   |                     | £21.65            | £20.11              | £20.31            | £18.73              | £19.47            | £17.98              |
| Female     |                   |                     | £18.70            | £17.15              | £17.15            | £15.49              | £16.11            | £14.77              |
| Difference |                   |                     | £2.95             | £2.96               | £3.16             | £3.24               | £3.36             | £3.21               |
| Gap        | TBC               | TBC                 | 13.6%             | £14.7%              | 15.6%             | 17.3%               | 17.3%             | 17.8%               |

| Professional Services | 2024              |                     | 2023              |                     | 2022              |                     | 2020              |                     |
|-----------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|-------------------|---------------------|
|                       | Mean Hourly Rates | Median Hourly Rates | Mean Hourly Rates | Median Hourly Rates | Mean Hourly Rates | Median Hourly Rates | Mean Hourly Rates | Median Hourly Rates |
| Male                  | £23.53            | £20.55              | £23.44            | £20.25              | £21.51            | £18.31              | £19.81            | £17.49              |
| Female                | £19.12            | £17.25              | £18.38            | £16.58              | £17.92            | £15.59              | £15.48            | £14.42              |
| Difference            | £4.42             | £3.30               | £5.06             | £3.67               | £3.58             | £2.71               | £4.34             | £3.07               |
| Gap                   | 18.7%             | 16.1%               | 21.6%             | 18.1%               | 16.6%             | 14.8%               | 21.9%             | 17.5%               |

The position with the gender distribution across the quartiles has seen one significant shift in that for the first time we see a 50/50 gender split in the upper quartile.

|                       | 2023 (%) |        | 2023 (%) |        | 2022 (%) |        | 2021 (%) |        | 2020 (%) |        |
|-----------------------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|
|                       | Male     | Female | Male     | Female | Male     | Female | Male     | Female | Male     | Female |
| Lower Quartile        | 31.4     | 68.6   | 30.1     | 69.9   | 32.2     | 67.8   | 27.7     | 72.3   | 31.3     | 68.7   |
| Lower Middle Quartile | 34.0     | 66.0   | 30.9     | 69.1   | 34.6     | 65.4   | 36.7     | 63.3   | 32.2     | 67.8   |
| Upper Middle Quartile | 42.6     | 57.4   | 43.6     | 56.4   | 42.7     | 57.3   | 41.5     | 58.5   | 44.4     | 55.6   |
| Upper Quartile        | 50.0     | 50.0   | 54.2     | 45.8   | 52.8     | 47.2   | 53.4     | 46.6   | 53.9     | 46.1   |

The distribution gap in the upper middle quartile has widened slightly. In contrast, the upper quartile has now reached an equal 50/50 gender split for the first time.

## Action

The organisation is committed to creating an environment where everyone can thrive, contribute, and succeed. Retaining and attracting the best talent is fundamental to our success. We have over recent years worked towards addressing gender imbalance in the organisation and this will continue through:

- Our accreditation as a Scottish Living Wage employer. The SLW hourly rate is widely recognised as a key factor in addressing low pay and in reducing gender pay gap issues (particularly in the Lower Quartile range).
- SRUC was awarded the Athena Swan Bronze Award in 2024. Required. Our commitment to the Athena Swan Charter underpinned by our Athena Swan Action aims to address instances of gender imbalance (male and female). Through the development and implementation of the gender focused action plan support will be put in place to develop women's careers and thereby address the imbalance in the distribution of gender across the quartiles – a major contributor to our gender pay gap. Athena Swan now works on an institutional basis; therefore, the action plan being developed will have institutional reach and impact, rather than the previous Academic focus.
- Recruitment activities are ongoing to remove unconscious bias and develop a more diverse pool of applicants to advertise vacancies at all levels and in all functional areas of the organisation. Reviews will be undertaken on applicants, shortlisting and employment offer data to determine trends and further positive action which may be required. Regular analysis will be conducted on applicants, shortlisting and employment offer data to establish the impact of these measures to determine trends and further positive action which may identify specific issues or areas requiring positive action.
- We recently completed a comprehensive review of SRUC terms and conditions of employment and on 1 April implemented the new harmonised terms and conditions. Working with our recognised trade unions we will focus on completing the comprehensive pay and grading review underway, underpinned by an analytical job evaluation process. The objective of this is to implement an equality proofed, sector comparable pay structure. We currently operate within a set of pay principles regarding pay on appointment and our pay negotiations are undertaken and agreed with our recognised trade unions and offer regular opportunity for review.
- *SRUC has a diverse and comprehensive suite of lifestyle policies many of which provide an enhancement to the statutory position. Year on year analysis will be undertaken to review the impact of these.*
- SRUC will continue operates hybrid and flexible working across the institution.
- Work is ongoing to develop and implement a new HRIS, with Phase 1 complete, Phase 2 will focus on the development of a performance management and learning platform. This will be informed by a review of how performance management is undertaken at SRUC and will include in consultation with stakeholders the development of a system that is user friendly, allows learning to be logged and allows reporting to be developed to ensure that there is equal opportunity to access learning and development across SRUC and address any anomalies.

- The People and Organisational Development Strategy 2023 – 2027, is focused on employee experience and includes management programmes targeted to upskill the development of our middle leaders and career development/progression to ensure all staff have access to the tools and support to enable them to progress their careers.

Copies in alternative formats and community languages will be made available on request.

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