

Bòrd na Gàidhlig - Gender Pay Gap Report 2020 and 2021

Our first gender pay gap report was due for the year ending March 2020, however due to the Coronavirus pandemic, reporting requirements were delayed. As a result, we have taken the opportunity to review the data for the year ending March 2021 and this is included in the following report.

'Gender pay gap' is a measure of the difference between the average hourly pay of men and women across the whole organisation. It is not a measure of equal pay, which is the difference in pay between men and women doing the same job and due to the fact we adopt the Scottish Government pay and grading system, we are confident that we do this. We report on equal pay through our annual report and accounts, the latest version of which can be found here ([attach link](#)).

As a non-departmental public body in Scotland, we are required to publish gender pay gap data as we have over 20 employees (22 at both 31 March 2021 and 31 March 2020). This provides us with an opportunity to look at what is happening in our organisation and to look at the ways we can make improvements in this area.

For gender pay gap reporting we are required to look at:

- The difference between the average pay men and women receive (the 'mean gender pay gap')
- The difference between the median pay men and women receives (the mid-point of the individual pay rates in the organisation – the 'median gender pay gap')
- The balance of men and women across our employees overall, and in four equal-sized groups when ranked by pay ('quartiles')
- We do not pay bonuses and therefore are not required to report in this area.

Our gender pay gap for the 2 years being reported is shown below:

Our mean gender pay gap for 2019/2020 was 32.6% and in 2020/2021 it was 27.8% which means the gap has closed by 4.8% in the last year.

The median gender pay gap for 2019/20 was 34.1% and in 2020/2021 it was 31% which means the gap closed by 3.1% in the last year. The median gender pay gap for all employees in Scotland in 2020, as reported by the Scottish Government, was 10.9%. ¹

Pay Quartiles

Quartile	2020	2021
Lower	Male – 0% Female – 100%	Male – 0% Female – 100%
Lower-Middle	Male – 40% Female – 60%	Male – 60% Female – 40%
Upper-Middle	Male – 0% Female – 100%	Male – 0% Female – 100%
Upper	Male – 83% Female – 17%	Male – 67% Female – 33%

¹ Scottish Government Analysis of Annual Survey of Hours and Earnings, ONS

Although the gender pay gap has improved between 2020 and 2021, it is above the average gender pay gap for organisations across Scotland.

While equal pay for work of equal value is still achieved through the continued use of our job evaluation process, our gender pay gap can fluctuate due to the size of the organisation and when the composition of our workforce changes from year to year.

The turnover rate in Bòrd na Gaidhlig is low and due to the very small size of the organisation, the opportunities for career progression can take time. We have taken a number of steps to improve opportunities for all across the organisation:

- During the Coronavirus pandemic, our staff were working from home. We undertook regular workplace surveys and have recently engaged them in arrangements for returning to work in our offices. There was an overwhelming desire to adopt a hybrid working approach and we are now working with our employees to put this in place. As a result of this we have reviewed and updated our flexible working policy.
- We have already seen an increase in the number of staff appointed who are based at home and we believe this will assist in attracting a broader range of candidates to vacant roles
- We have introduced a new personal development planning process which considers our employees career aspirations and ongoing development

We also have other actions planned which we believe will support improvements in our gender pay gap and help us achieve

- Examine our internal and external recruitment process to ensure they are transparent, do not discourage or disadvantage any particular group
- Review our management information used by the senior leadership team and board to monitor areas such as flexible working, promotions, pay and recruitment.
- Introduce a talent and succession process which seeks to track the development of our key talent, including future potential female leaders