

From: Edinburgh College Freedom of Information

Sent: 28 February 2018 16:43

To: [REDACTED]

Subject: RE: Freedom of Information request - Gender equality at Scottish further education institutions

Dear [REDACTED]

Our Ref: 003/18

As of 1 October 2012, Edinburgh's Telford College, Jewel & Esk College and Stevenson College merged to create a single college called Edinburgh College.

We refer to your request for information dated 31 January 2018. The College has considered your request as a request for information under section 1 of the Freedom of Information (Scotland) Act 2002 ("FOISA"):

003/18 (1): At November 12 2015, how many men and and how many women were on the board of your organisation?

As of 12 November 2015, the Edinburgh College Board of Management consisted of 15 members. At this point, eight members were female and seven were male (53% female / 47% male).

003/18 (2): At November 12 2015, was the Chairperson (or person with an equivalent role) a man or a woman?

Ian McKay (male) was appointed Chair of Edinburgh College Board of Management by Scottish Ministers on 03 March 2014 and his tenure is due to expire on 02 March 2018.

003/18 (3): How many men and how many women are now on the board of your organisation?

The Edinburgh College Board of Management currently consists of 18 members. Of these, nine members are female and nine members are male (50% female / 50% male).

003/18 (4): Is the current Chairperson (or person with an equivalent role) a man or a woman?

Please see response to **003/18 (2)**.

Please note, a new Regional Chair will be appointed to Edinburgh College on 03 March 2018 by Scottish Ministers (in line with the Public Appointments process).

003/18 (5): Does the board have a formal strategy or policy commitment to achieving gender balance?

The Board has no formal strategy or policy commitment to achieving gender balance. However, on the 13 December 2016, the Board of Management signed up to the 50/50 by 2020 initiative - a voluntary commitment to work towards gender balance on the board by 2020. You can find out more about this working for diversity in the boardroom initiative at the following link:

<http://onescotland.org/equality-themes/5050-by-2020/>

The Board of Management's Nominations Committee reviews Board membership, tenure and capacity on a regular basis. The Committee oversee the appointment of new Non-Executive Board Members and ensure that all appointments are made in line with 'College Sector Board Appointment: 2014 Ministerial Guidance' (<https://beta.gov.scot/publications/college-board-appointments-guidance/>).

003/18 (6): If so please supply a copy of the document where the policy is laid out. Please also confirm the date that this policy was adopted.

Please see response to **003/18 (5)**.

003/18 (7): What is the current median annual FTE pay for men and and the current median annual FTE pay for women in the organisation?

All staff	
Median pay for men (based on FTE pay)	£36,247
Median pay for women (based on FTE pay)	£35,644

Support staff		
	Median pay for men (based on FTE pay)	Median pay for women (based on FTE pay)
Band A	£16,358	-
Band B	£18,340	£18,340
Band C	£20,112	£20,582
Band D	£22,587	£22,067
Band E	£24,799	£24,779
Band F	£26,608	£26,645
Band G	£29,937	£29,238
Band H	£32,150	£32,539.50
Band I	£36,247	£34,557

Lecturers	
Median pay for men (based on FTE pay)	£37,765
Median pay for women (based on FTE pay)	£37,765

Please note, the college publishes gender pay gap information in our Equality Outcome Report:

<http://doc.edinburghcollege.ac.uk/welcome/equalities/equality%20report%202017.pdf>

Edinburgh College is subject to the provisions of the Freedom of Information (Scotland) Act (FOISA) 2002. If you are dissatisfied with this response, you may ask the college to review this decision. To do this, please contact the Head of Corporate Development at the postal address below or e-mail the Head of Corporate Development at governance@edinburghcollege.ac.uk describing your original request and explaining your grounds for dissatisfaction. (Please include in your review request, your name and home address for correspondence).

You have 40 working days from receipt of this letter to submit a review request to:

Head of Corporate Development

4th Floor

Edinburgh College (Milton Road Campus)

24 Milton Road East

Edinburgh

EH15 2PP

When the review process has been completed and if you are still dissatisfied, you may ask the Scottish Information Commissioner to intervene.

The Commissioner's online appeal service is available from their website:

www.itspublicknowledge.info/Appeal

The online appeal service is available 24/7 and offers you real time help and advice about your appeal.

You must appeal to the Commissioner within six months of receiving the review decision.

You also have the right to appeal to the Court of Session on a point of law following a decision of the Commissioner.

Regards

FOI Team

