

Close the Gap  
Annual Review 2017 - 2018

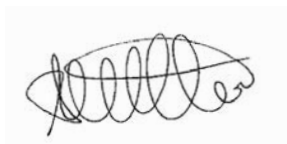


## Introduction

2017 - 2018 has been marked by a period of growth for Close the Gap. We've expanded, continued to build and consolidate relationships with partner organisations and other stakeholders, and secured new funding to develop and pilot the world-leading Equally Safe at Work employer accreditation programme.

Across Scotland and the UK there has been an increased focus on the gender pay gap, as large employers reported their pay gap information for the first time. At the same time, we've welcomed Scottish Government's focus on the pay gap as it put the wheels in motion for Scotland's first strategic response to the problem.

As Scotland's expert policy advocacy organisation working on women's labour market equality, it's therefore a very exciting time for Close the Gap.



Anna Ritchie Allan  
Executive Director



## The Gender Pay Gap

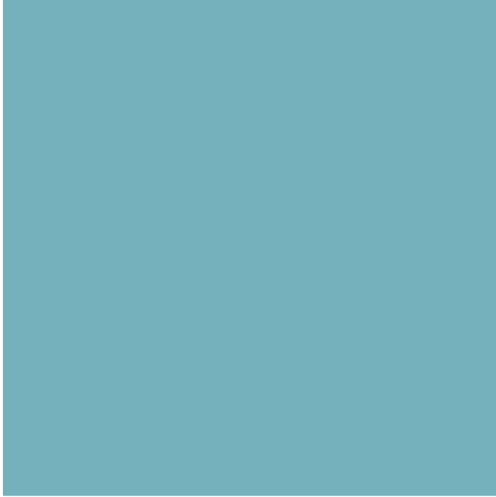
### The Long Road to Closing Scotland's Gender Pay Gap conference

At our major conference in January, we shone a spotlight on progress to close Scotland's gender pay gap. We launched The Gender Penalty, the first economic modelling of Scotland's gender pay gap, which looks at its causes and how these have changed over time, as well as identifying the solutions.

We also presented the findings of two other new pieces of research. Firstly, on the impact of the right to request flexible working regulations in Scotland, undertaken by Joanna Wilson, whose PhD *Close the Gap* is supporting at University of Manchester.

Secondly, the third biennial assessment of employer compliance with the gender and employment aspects of the public sector equality duty. This assessment shows that significant challenges remain in realising the transformative potential of the duty.

We were also delighted to launch our new short animation, *Welcome to the Gap*, on the on causes of Scotland's gender pay gap.



EQUALLY SAFE AT  
**WORK**





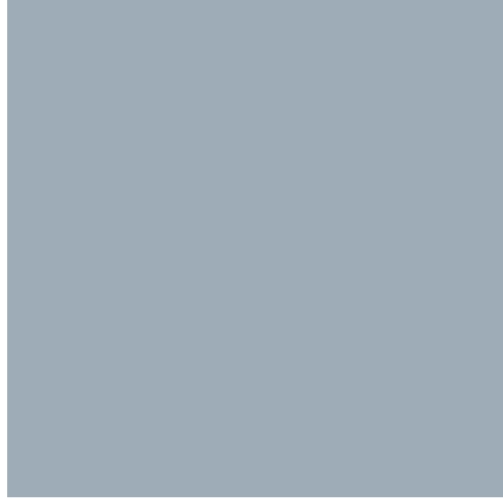
## Equally Safe at Work

Close the Gap is very excited to be piloting the innovative and world-leading *Equally Safe at Work* employer accreditation programme. *Equally Safe at Work* will enable employers to improve their gender equality practice, and understand their role in preventing violence against women.

After unprecedented interest from local government employers across Scotland, *Equally Safe at Work* will be piloted in seven councils in 2019.

## Building Equality

Close the Gap has continued to work on an joint project, Building Equality, with Scottish Women's Aid and Engender to test models of employability services that are sensitive to the needs of domestic abuse victim-survivors. Our role in this innovative work has been to share expertise, build capacity in the Building Equality workers on employer engagement, specifically on developing local strategies for this, which would enable women participating in the project to re-enter the labour market. We also provide knowledge and insight to inform discussions on the project advisory group, of which we are a member, specifically around labour market policy in Scotland.





## Policy advocacy work

A large component of Close the Gap's work is reactive policy advocacy work. A significant piece of work for Close the Gap this year has been supporting the development of the Scotland's first gender pay gap action plan. This has involved delivering engagement work with policymakers, academics, civil society organisations and equalities experts. We also participate in the Ministerial working group on the gender pay gap which is overseeing the development of the action plan, in which we have advocated for bold action in addressing the causes of the Scotland's gender pay gap. Scottish Government will publish the action plan in early 2019.

Reactive work also includes responding to consultations, giving evidence to parliamentary committees, and briefing parliamentarians ahead of debates.

We have recruited a new Policy and Parliamentary Officer who is leading our parliamentary engagement work. This year, our reactive work has included a focus on:

- Scottish National Investment Bank;
- Improving employment for disabled women in the public sector;
- Social security and in-work poverty;
- Gender pay gap;
- Sexual harassment in the workplace;
- Gender Recognition Act; and
- Business support.



## Women's in-work poverty

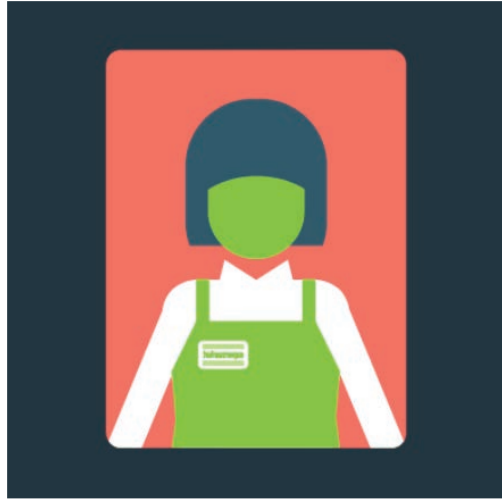
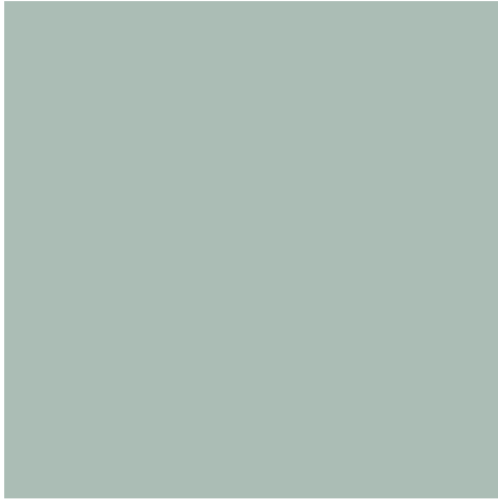
This year, we have continued to focus on women's in-work poverty, with a focus on women's concentration in low-paid, stereotypically female jobs. We developed a briefing on *Women, Work and Poverty* which highlights the gendered nature of low-paid work, women's higher levels of in-work poverty, and the link to children's poverty. We have strengthening links with anti-poverty organisations, and advocated for a gendered approach to policymaking and interventions on tackling low-paid work.

## Other work

Other policy advocacy work that Close the Gap has delivered this year includes:

- Engagement with the Scottish Government's review of the public sector equality duty;
- Engagement with the Equality and Human Rights Commission's review of the public sector equality duty;
- Participation in Scottish Government's working group to develop a Scottish gender index; and
- Research into women's experiences of insecure work in Scotland's tech sector.







## Influencing and enabling change in the workplace

### Supporting compliance with the public sector equality duty

We used the findings from our biennial assessments of public sector equality duty compliance to shape our employer engagement work in the public sector. This year, Close the Gap has worked with 12 public sector employers, primarily to support compliance with the public sector equality duty. This work has included providing a quality assurance role on reporting, capacity building workshops, support with data analysis, advice on equality outcome and action planning, and support on intervention development.

### Supporting employer practice on the gender pay gap

Close the Gap continued to support large employers now obliged to report their gender pay gap information under the new UK regulations by promoting the use of our Close Your Pay Gap online tool. We have also provided direct support on pay gap reporting to individual employers, one of which was subsequently nominated for an award for their activities.

In April, we carried out an assessment of Scottish employer reporting, which focused on a cross-sectoral sample of 200 employers headquartered in Scotland. We have used the findings to influence policymakers on gender pay gap interventions. The findings will also inform our strategy for employer engagement work on pay gap reporting in April 2019.

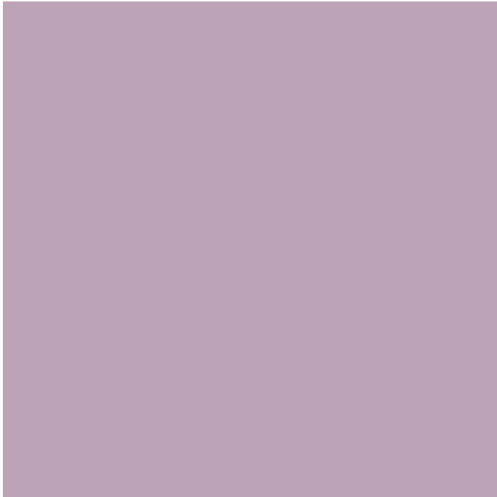
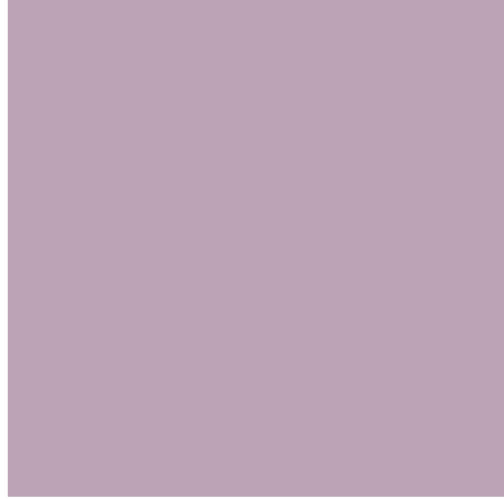


Close the Gap has also worked with individual employers on specific piece of work including improving flexible working practice and culture, and identifying the aspects of workplace culture which function as a barrier to women's progression. This work has built capacity in employers to better understand how to create a more inclusive workplace through flexible working, in developing targeted interventions to enable women's progression and promotion, and in using staff perspectives to enhance analysis of employee data patterns. It also provided them with specific actions they can take to improve their employment policies and practice to advance equality for their female employees.

## Participation in equality advisory groups and working groups

Close the Gap staff participate in a variety of public sector equality advisory groups and working groups, which enables us to influence and advocate for the gendering of employment and/or service delivery policies where this is not already being done. Existing memberships include Skills Development Scotland equality advisory group, Scottish Enterprise inclusive growth advisory group, Highlands and Islands Enterprise equality advisory panel, Audit Scotland equality advisory group, City of Glasgow College equality and diversity group, Education Scotland equality advisory group, and Scottish Government STEM strategy equality sub-group.

We also work with partner and stakeholder organisations to share learning and expertise around gender and the labour market. As part of this, we are members of the Equate Scotland steering group, and the advisory group of the joint Rape Crisis Scotland and Zero Tolerance project, Equally Safe at School.





## Infrastructure

Our board has continued to work to improve our governance practice and ensure robust systems are in place for the organisation to thrive as a newly independent charitable organisation.

### Our trustees are:

Angela O'Hagan

**Convenor**

Emma Ritch

**Vice-Convenor**

Sue Domminney

**Treasurer**

Helen Miller

We have moved offices to our new home at 166 Buchanan Street in Glasgow. This allows us to accommodate our new and expanded team, and enables us to host a range of meetings, both internal and for external partners and stakeholders.



## Staffing

We were delighted to welcome three new members of staff to Close the Gap. Kelsey Smith, our new Programme Officer, joined us in March 2018 and is developing the Equally Safe at Work accreditation programme. In July, 2018 we welcomed Ruth Boyle, as our new Policy and Parliamentary Officer, who is working on policy, and leading on Close the Gap's parliamentary engagement work. Sarah Todd, Development Assistant, also joined us in July and is ensuring the smooth running of the Close the Gap office, while also providing support for the development of policy and project work.

We're also delighted to continue our work with University of Manchester to support the PhD studentship of Joanna Wilson, whose work focuses on the gender pay gap in Scotland.

Anna Ritchie Allan  
**Executive Director**

Lindsey Millen  
**Policy Manager**

Ruth Boyle  
**Policy and Parliamentary Officer**

Kelsey Smith  
**Programme Officer**

Sarah Todd  
**Development Assistant**

Joanna Wilson  
**PhD student, University of Manchester**



Close the Gap works in Scotland on women's labour market participation. We work with policymakers, employers and unions to influence and enable action that will address the causes of women's inequality at work.

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Close the Gap

Close the Gap (SCIO) (known as Close the Gap) is a Scottish charity, SC046842.