

GENDER PAY GAP REPORT 2018

Introduction

This report provides Sparsholt College Hampshire's ("the College") statutory disclosure of gender pay gap data, together with additional voluntary data, analysis and commentary.

The Gender Pay Gap Information Regulations require all employers with 250 or more employees, on the "snapshot" date, to report their gender pay gap annually.

For the purposes of the Gender Pay Gap Information Regulations, the College is classified as falling in the public sector and, as such, the "snapshot" date for its data each year is the 31st March. The College is required to publish its gender pay gap for each year both on the College website and on a Government website, no later than 31st March of the following year.

The gender pay gap is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

The purpose of gender pay gap reporting is to achieve greater equality across the UK and increase pay transparency. It has been estimated that the under-utilisation of women's skills costs the UK between 1.3% – 2% of GDP annually and that eradicating the full-time gender pay gap would contribute additional spending into the economy of £41 billion each year.

In 2017, the national gender pay gap for 'full-time employees' was 9.1%. The meaning of this measure is that average pay for full-time female employees was 9.1% lower than for full-time male employees. The national pay gap¹ has declined significantly to 9.1% from 17.4% in 1997. The national gender pay gap for 'all employees' (full and part-time) was 18.4% in 2017, down from 27.5% in 1997. The Government appears to consider that this rate of progress is too slow, and has committed to closing the gender pay gap within a generation.

¹ Office for National Statistics 2016

Sparsholt College (including Andover College)
'Snap-Shot' Gender Pay Gap Data as at 31 March 2018
(the GPG data for 2017 appears in brackets)

Mean Gender Pay Gap	7.87% (8.82%)
Median Gender Pay Gap	8.46% (8.78%)
Mean Bonus Gender Pay	The College does not operate any bonus schemes
Median Bonus Gender Pay Gap	

Gender Pay Quartile Pay Bands	Women %	Men %
Upper: 75-100% of full-pay relevant employees	59.36 (56.50)	40.64 (43.50)
Upper middle: 50-75% of full-pay relevant employees	55.25 (59.19)	44.75 (40.81)
Lower middle: 25-50% of full-pay relevant employees	69.86 (69.06)	30.14 (30.94)
Lower: 0-25% of full-pay relevant employees	68.49 (69.20)	31.51 (30.80)
Overall College	63.24 (63.49)	36.76 (36.51)

A report from UCU in which it extracted data for 198 colleges in England from the government's statutory reporting website calculated the mean average gender pay gap for all staff types in colleges, in respect of the March 2017 data, at 10%. The College's gender pay gap of 7.87% therefore compares very favourably with that of the overall average of other educational institutions in the sector. Furthermore, the College's gender pay gap of 7.87% is significantly better than the national data reported in 2017 of 18.4%.

When the data is analysed in more depth, it shows that the gender pay gap in respect of the 3 main categories of staffing are as follows:

	Academic Staff	Business Support Staff	Management Staff	Management Staff (excluding Senior Post Holders)
Mean Gender Pay Gap	-0.6% (1.19%)	5.90% (5.37%)	25.82% (24.59%)	7.55% (9.98%)
Median Gender Pay Gap	0% (0%)	8.52% (8.32%)	11.16% (9.91%)	6.50% (9.98%)

The table above shows that it is the overall 'Management Staff' category where the greatest gender pay gap difference exists within the College. Whilst the gender split of the numbers of management staff at the "snap-shot" date was 62% female v 38% male, the 3 most senior positions within the College were held by men and this consequently impacted the mean gender pay gap difference. (The mean gender gap calculation is more subject to skewing by a small number of outliers, whereas the median is the middle-most salary in the range.) If the 3 "Senior Post Holder" appointments² are excluded from the management staffing category then both the mean and median gender pay gap figures are reduced significantly.

With the exception of three "Senior Post Holder" appointments and the Clerk to the Corporation, the College uses pay scales and a grading structure. Every job, irrespective of gender, is assigned a grade on the pay scale and each grade has a set pay range with spine points in between grades. Staff, irrespective of gender, are expected to progress through the pay range for their grade on an annual basis where their performance is good or better, irrespective of any protected characteristic, until they reach the top of the scale.

The monitoring of Gender Pay Gap Data supports the aims of the College's Single Equality Scheme:

- To develop measures and actions that pay due regard to the need to eliminate discrimination and promote equality for all;
- To promote equality so that our approach goes beyond legislative compliance and remains embedded in our culture.

This Single Equality Scheme brings together our College commitments to equality and diversity, including plans across our organisation, and embraces all members of our College community. The objectives demonstrate our wholehearted commitment to continued action in tackling inequality and promoting diversity.

The implementation of the Single Equality Scheme is expressed as a series of Key Priorities covering all protected characteristics and setting out a series of clear and specific 'Impact Intentions' which are routinely monitored and reported to our Board of Governors. These show our College's commitment to tackling inequality, breaking down barriers and challenging unfairness to ensure opportunities and experiences which help staff reach their full potential.

Tim Jackson
Principal

² Principal, Deputy Principal and Director of Finance & Facilities