

GENDER PAY GAP REPORT 2019

Introduction

This report provides Sparsholt College Services Limited's 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 organisation is classified as falling in the private sector and, as such, the "snapshot" date for its data each year is the 5th April. The report is published and displayed on Sparsholt College's website and on the appropriate Government website, no later than 4th April 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 April 2019¹, the national gender pay gap for 'full-time employees' was 8.9%. The meaning of this measure is that average pay for full-time female employees was 8.9% lower than for full-time male employees. The national pay gap has declined significantly to 8.9% from 17.4% in 1997. The national gender pay gap for 'all employees' (full and part-time) was 17.3% in 2019, down from 27.5% in 1997.

¹ ONS 2019

Sparsholt College Services Limited
'Snap-Shot' Gender Pay Gap Data as at 31 March 2019

Mean Gender Pay Gap	8.19%
Median Gender Pay Gap	0%
Mean Bonus Gender Pay	The Company 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	58.95	41.05
Upper middle: 50-75% of full-pay relevant employees	82.98	17.02
Lower middle: 25-50% of full-pay relevant employees	76.84	23.16
Lower: 0-25% of full-pay relevant employees	64.89	35.11
Overall Company	70.90	29.10

The most recent Gender Pay Gap analysis report from the 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 Company's gender pay gap of 8.19% therefore compares very favourably with that of the overall average of educational institutions in the sector. Furthermore, the Company's gender pay gap of 8.19% is significantly better than the national data reported by the ONS in 2019 of 17.3%.

When the data is analysed in more depth, it shows that the gender pay gap in respect of the 2 main categories of staffing are as follows:

	Business Support Staff	Management Staff
Mean Gender Pay Gap	5.50%	14.07%
Median Gender Pay Gap	8.39%	15.75%

The table above shows that it is the overall 'Management Staff' category where the greatest gender pay gap difference overall exists within the Company. The gender split of the numbers of management staff at the "snap-shot" date was 57.2% female v 42.8% male.

With the exception of an Executive Director appointment, the Company 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 company was incorporated on 01 February 2019 and as such this is the first Gender Pay Gap report for the company. 352 staff (177.9fte) were TUPE transferred from Sparsholt College to the company at its inception. Staff are employed in areas such as finance, marketing, IT services, HR, premises, learning resources and additional learning support which support Sparsholt College in its day to day operations. At the “snapshot” date the company employed 379 staff of which 23.7% were full-time and 76.3% part-time (either part hours, part year or both). 70.9% of the workforce was female and 29.1% male.

As part of the ‘Sparsholt College Group’, the company has adopted Sparsholt College’s Single Equality Scheme, the aims of which are to:

- 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.

The Single Equality Scheme summarises the College Group’s commitment to key priorities and specific ‘impact intentions’ covering all protected characteristics and embraces all members of the College Group community, including gender, and is available on the College’s website. Additionally, the analysis of gender pay gap is considered annually by the company’s board of directors to consider whether specific actions are required.

As a whole, the College Group is committed to tackling inequality, breaking down barriers and challenging unfairness to ensure opportunities and experiences which help staff reach their full potential.

Tim Jackson
Chief Executive

March 2020