

GENDER PAY GAP REPORT 2020

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, notwithstanding that the government due to the COVID pandemic has extended the reporting deadline of the April 2020 data to 5 October 2021.

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 2020¹, the national gender pay gap for 'full-time employees' was 7.4%. The meaning of this measure is that average pay for full-time female employees was 7.4% lower than for full-time male employees. The national pay gap has declined significantly to 7.4% from 17.4% in 1997. The national median gender pay gap for 'all employees' (full and part-time) was 15.5% in 2020, down from 17.3% in 2019 and down from 27.5% in 1997.

However, the figures for 2020 compared to 2019 show that more men than women had been placed on furlough as a result of the COVID pandemic and there are concerns that the ONS data may be distorted by the pandemic. Instead, the reduced pay gap could be attributed to the temporary reduction in pay for a higher percentage of male employees, rather than demonstrating any longer term significant downward trend.

¹ ONS 3.11.2020

Sparsholt College Services Limited
'Snap-Shot' Gender Pay Gap Data as at 5 April 2020
(the GPG data for 2019 appears in brackets)

Mean Gender Pay Gap	4.48% (8.19%)
Median Gender Pay Gap	-2.94% (0%)
Mean Bonus Gender Pay	The Company does not operate any bonus schemes
Median Bonus Gender Pay Gap	The Company does not operate any bonus schemes

Gender Pay Quartile Pay Bands	Women %	Men %
Upper: 75-100% of full-pay relevant employees	60.42% (58.95)	39.58% (41.05)
Upper middle: 50-75% of full-pay relevant employees	82.29% (82.98%)	17.21% (17.02%)
Lower middle: 25-50% of full-pay relevant employees	72.92% (76.84%)	27.08% (23.16%)
Lower: 0-25% of full-pay relevant employees	61.86% (64.89%)	38.14% (35.11%)
Overall Company	69.35% (70.90%)	30.65% (29.10%)

The most recent Gender Pay Gap analysis report from the University and College Union (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 mean gender pay gap of 4.48% therefore compares very favourably with that of the overall average of educational institutions in the sector. Furthermore, the Company's gender pay gap of 4.48% is significantly better than the national data reported by the ONS in 2020 of 15.5%.

The latest FE Workforce Data report for England published in March 2020 by the ETF reported that the overwhelming majority of participating colleges had an overall median gender pay gap of 10.3% (an increase from 9.3% in the previous year's report).

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	5.47% (5.50%)	5.68% (14.07%)
Median Gender Pay Gap	2.90% (8.39%)	11.71% (15.75%)

The table above shows that whilst there has been an improvement in both the mean and median gender pay gap data for both business support staff and management staff 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 61.5% female v 38.5% 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 second 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 385 staff of which 22.9% (23.7% previous year) were full-time and 77.1% (76.3% previous year) part-time (either part hours, part year or both). 69.4% of the workforce was female and 30.6% male.

The latest figures show an improvement in the company's mean gender pay gap with the median gender pay gap figure indicating that female staff have a higher median rate of pay than men. The company's median gender pay data is significantly better compared to both the overall latest national data as reported by the ONS at 15.5% and for colleges within England as reported by the ETF at 10.3%

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.

Julie Milburn
Chief Executive

March 2021