

## GENDER PAY GAP REPORT 2020

### 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 31<sup>st</sup> 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 31<sup>st</sup> March of the following year. Although due to the COVID pandemic the government extended the reporting of the 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 2020<sup>1</sup>, 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.

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<sup>1</sup> ONS 3.11.2020

**Sparsholt College (including Andover College)**  
**'Snap-Shot' Gender Pay Gap Data as at 31 March 2020**  
**(the GPG data for 2019 appears in brackets)**

Mean Gender Pay Gap	-1.58% (-1.76%)
Median Gender Pay Gap	-6.04% (-6.00%)
Mean Bonus Gender Pay	The College does not operate any bonus schemes
Median Bonus Gender Pay Gap	The College does not operate any bonus schemes

Gender Pay Quartile Pay Bands	Women %	Men %
Upper: 75-100% of full-pay relevant employees	54.21 (57.27)	45.79 (42.73)
Upper middle: 50-75% of full-pay relevant employees	62.96 (60.00)	37.04 (40.00)
Lower middle: 25-50% of full-pay relevant employees	50.00 (54.95)	50.00 (45.05)
Lower: 0-25% of full-pay relevant employees	49.53 (53.21)	50.47 (46.79)
<b>Overall College</b>	<b>54.19</b> <b>(56.36)</b>	<b>45.81</b> <b>(43.64)</b>

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 College's gender pay gap of -1.58% therefore compares extremely favourably with that of the overall average of other educational institutions in the sector. Furthermore, the College's gender pay gap of -1.58% is significantly better than the national data reported by the ONS in 2020 of 15.5%.

The latest FE Workforce Data report for England (analysis of data for 2018/19) 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 3 main categories of staffing are as follows:

	<b>Academic Staff</b>	<b>Business Support Staff</b>	<b>Management Staff</b>	<b>Management Staff (excluding Senior Post Holders)</b>
Mean Gender Pay Gap	-0.4% (-1.87%)	0.99% (2.97%)	13.59% (15.78%)	11.88% (9.02%)
Median Gender Pay Gap	0% (0%)	5.73% (5.75%)	12.31% (5.32%)	8.48% (7.15%)

The table above shows that it is the overall ‘Management Staff’ category where the greatest gender pay gap difference overall exists within the College. The gender split of the numbers of management staff at the “snap-shot” date was 55.6% female v 44.4% male, with the 3 most senior positions within the College being held by one man and two women. (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” appointments<sup>2</sup> are excluded from the management staffing category then the mean gender pay gap figure is reduced.

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.

In April 2018 the overall mean Gender Pay Gap figure was 7.87% and the median figure was 8.46% and in April 2019 the mean gender Pay Gap figure had reduced to -1.76% and the median figure had reduced to -6.0%. The latest figures show a continued improvement in the overall college’s gender pay gap with the median gender pay gap figure remaining essentially the same and the mean gender pay gap reducing to -1.58%. It is very pleasing to note that the college’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%.

On 01 February 2019, the College TUPE transferred 352 staff (177.9 fte) to a subsidiary company, Sparsholt College Services Limited which is the principal explanation for the change to the data. Whilst the College remains the employer of lecturing staff and academic-related staff, roles which support the College in its day to day operations e.g. finance, IT services, marketing, HR, premises, learning resources and additional learning support roles transferred across to SCSL. The Gender Pay Gap analysis for SCSL is reported in its own Gender Pay Gap Report.

<sup>2</sup> Principal, Deputy Principal – Curriculum and Deputy Principal - Corporate

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.

Julie Milburn  
**Principal and CEO**

March 2021