

GENDER PAY GAP REPORT 2021

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 2021¹, the national gender pay gap for 'full-time employees' was 7.9%. The meaning of this measure is that average pay for full-time female employees was 7.9% lower than for full-time male employees. The national median gender pay gap for 'all employees' (full and part-time) was 15.4% in 2021 increasing from 14.9% in 2020 but is still down from 17.4% in 2019 and significantly down from 27.5% in 1997.

¹ ONS 26.10.2021

Sparsholt College Services Limited
'Snap-Shot' Gender Pay Gap Data as at 5 April 2021
(the GPG data for 2020 appears in brackets)

Mean Gender Pay Gap	7.25% (4.48%)
Median Gender Pay Gap	4.25% (-2.94%)
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	62.77% (60.42%)	37.23% (39.58%)
Upper middle: 50-75% of full-pay relevant employees	75.79% (82.29%)	24.21% (17.21%)
Lower middle: 25-50% of full-pay relevant employees	73.68% (72.92%)	26.32% (27.08%)
Lower: 0-25% of full-pay relevant employees	69.47% (61.86%)	30.53% (38.14%)
Overall Company	70.45% (69.35%)	29.55% (30.65%)

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 7.25% therefore compares very favourably with that of the overall average of educational institutions in the sector.

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).

A Gender Pay Gap analysis report in respect of FE Colleges undertaken by Unison in 2021 calculated the mean average gender pay gap to be 10.4% and the median gender pay gap to be 16.3%

An analysis of the 2020 reported Gender Pay Gap results of the other FE colleges in Hampshire resulted in a mean GPG of 12.3% and a median GPG of 17.03%. With regards to the reported

Gender Pay Gap results of local government councils: Hampshire County Council had a mean GPG of 15.8% and a median GPG of 16.3%, Test Valley Borough Council had a mean GPG of 2.1% and a median of -10.4% and Winchester City Council had a mean GPG of 8.3% and a median GPG of 7.4%

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

	Business Support Staff	Management Staff
Mean Gender Pay Gap	7.4% (5.47%)	5.89% (5.68%)
Median Gender Pay Gap	2.91% (2.90%)	16.12% (11.71%)

The table above shows that whilst the mean gender pay gap for management staff and the median gender pay gap for business support staff has remained essentially the same coupled with a small decrease in the mean gender pay gap result for business support staff, the median gender pay gap for management staff has decreased from 11.71% to 16.12% (4.41 percentage points). There are only 13 postholders altogether in this category and with such a small cohort any change in staffing can have a significant impact on the data. However, 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 third 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% (22.9% previous year) were full-time and 77% (77.1% previous year) part-time (either part hours, part year or both). 70.5% of the workforce was female and 29.5% male.

Whilst the Company’s latest Gender Pay Gap figures show a small increase on last year’s data it is nonetheless very pleasing to note that the Company’s gender pay data is significantly better compared to:

- the overall latest national median gender pay gap data as reported by the ONS at 15.4%
- the latest FE Workforce data report for England published by the ETF where the overall median gender pay gap for the FE sector was 10.3%

- the latest report undertaken by Unison in which it reported that the mean gender pay Gap in FE colleges was 10.4% and the median gender pay gap was 16.3%
- the last analysis undertaken by UCU in which it reported the mean average gender pay gap for all staff types in colleges was 10%.

Furthermore, the Company's current mean gender pay gap of 7.25% is significantly better than the average gender pay gap data last reported for that of other FE colleges in Hampshire, Hampshire County Council and Winchester City Council.

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 2022