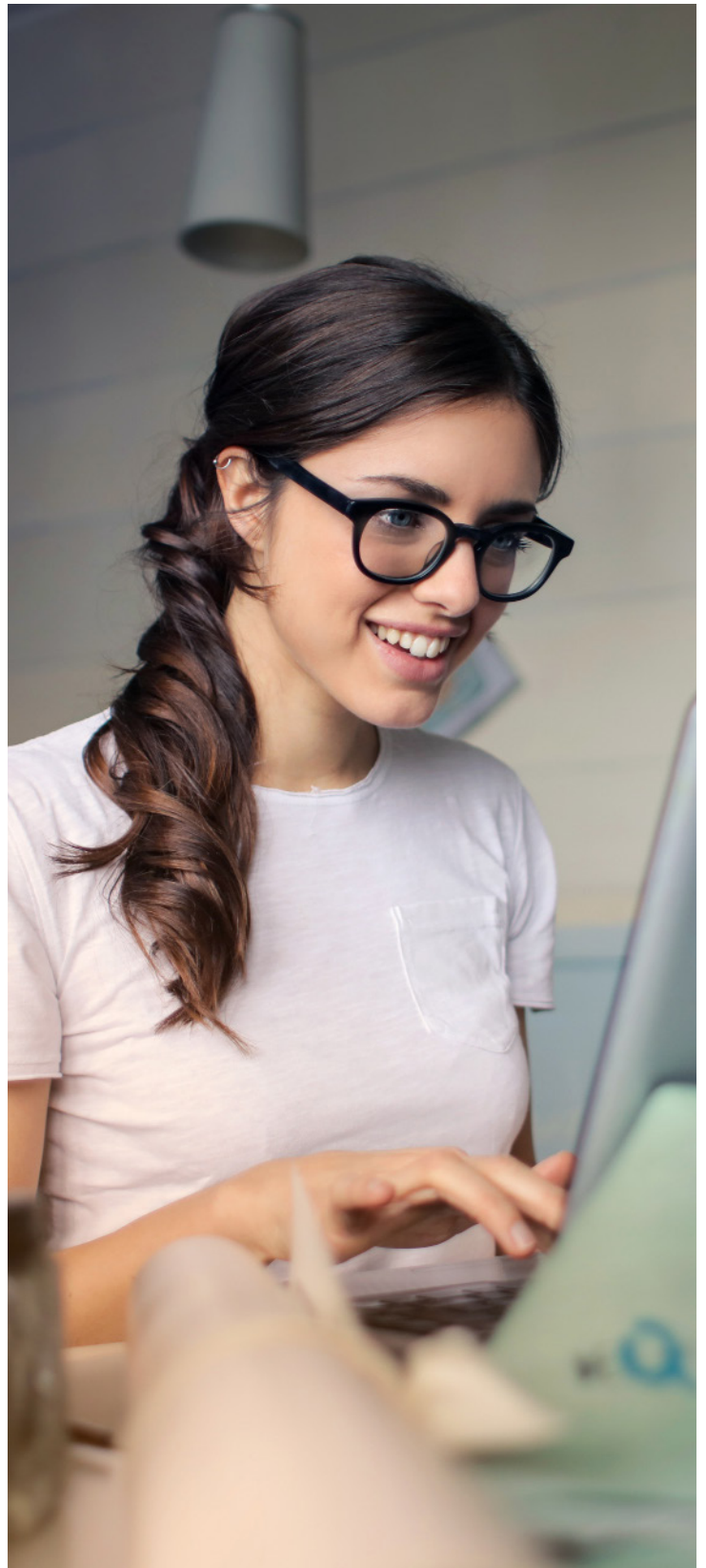
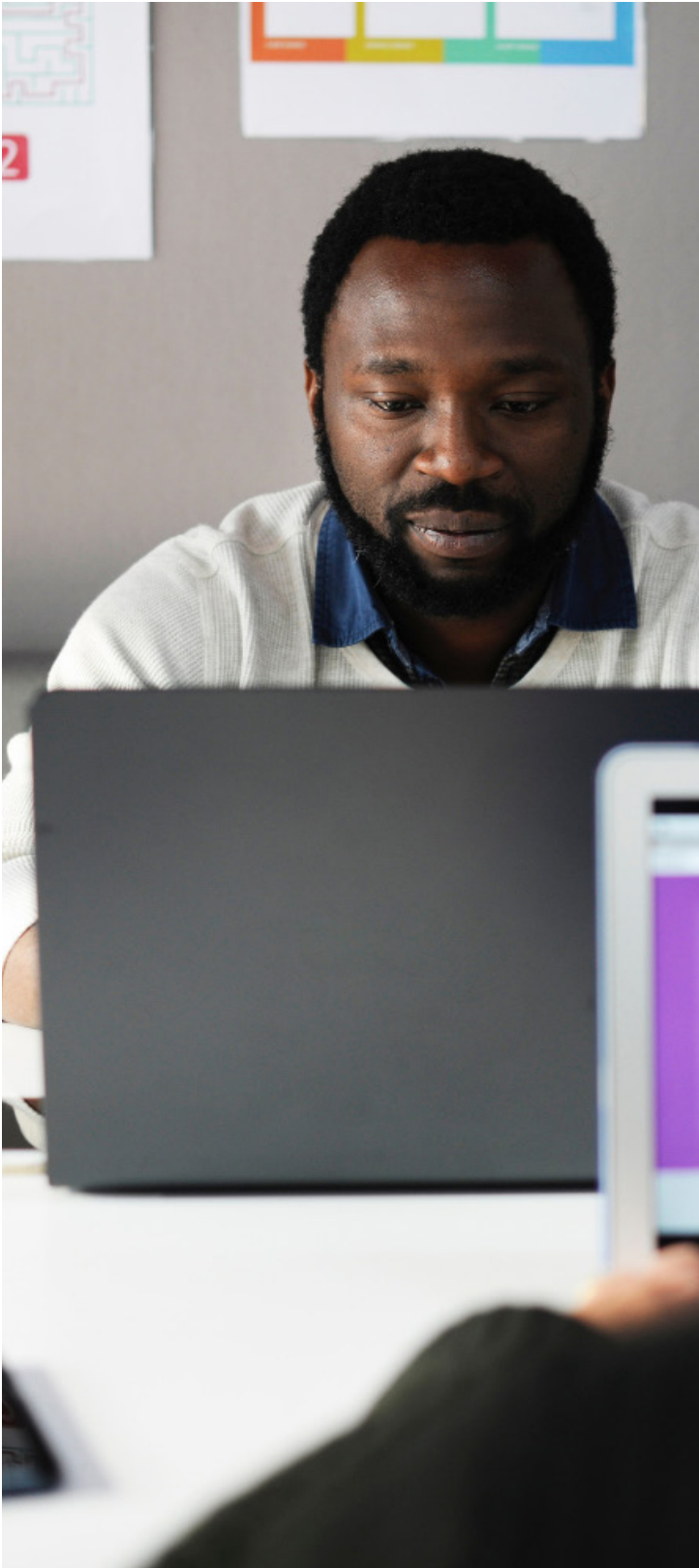


# SCC GROUP

**EDUCATION FOR A  
SUCCESSFUL FUTURE**

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**STATUTORY GENDER  
PAY GAP 2023 REPORT**

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# INTRODUCTION

Here at the SCC Group, we are committed to improving equality for staff and students and increasing our diversity as an institution. The challenge in our organisation and across the country is to eliminate any gender pay gap.

The College, like all organisations with over 250 staff in England and Wales are, is required to publish 2023 Gender Pay Gap data by 30<sup>th</sup> March 2024. This report is an important step in understanding the factors influencing our pay gap in more detail and developing on our action plan designed to address them. The College is not viewing this exercise as a matter of compliance but as an important development in our understanding of the barriers to equality within the organisation.

We can use the results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded.

At March 2023 our mean gender pay gap was 5.7% in favour of men (UK average 7.7% in 2023). Whilst our pay gap is lower than the national average, our median gender pay gap is above the UK average, therefore it is important that we continue taking steps to understand it.

The data set for the next analysis will be taken as at March 31<sup>st</sup> 2024 to be analysed and published by March 2025.

With best wishes

**KELLY MASON**

Director of Human Resources

# ABOUT SCC GROUP

In March 2023, the College employed 752 full pay relevant employees, of which 492 (65%) were female, and 260 (35%) were male. These staff were engaged in a wide range of activities and are categorised as either support (59%) or teaching staff (41%). 47% of employees work full time, of which 199 are female. 395 employees work part time, term time only or casually, 74% of which are female. 60% of female staff are part time compared to 39% of our male staff.

Teaching staff at the College are broadly paid in accordance with the Conditions of Service Handbook for Staff in Sixth Form Colleges and other staff are broadly paid in accordance with the Sixth Form College Association's terms and conditions for support staff.

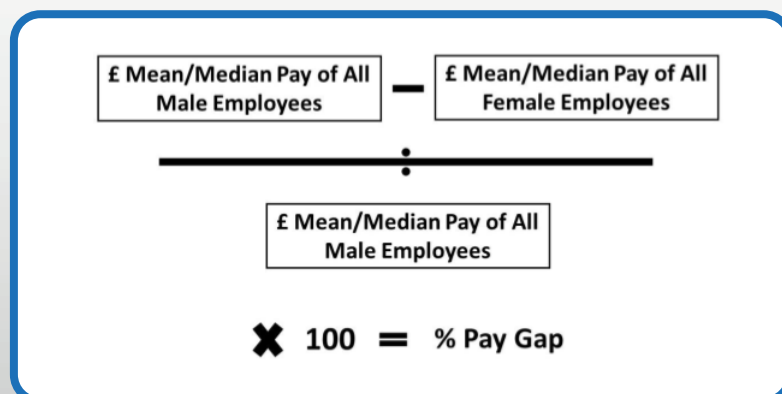
## GENDER PAY REPORTING IS DIFFERENT TO EQUAL PAY

Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The College uses robust processes including job evaluation to ensure that we are an equal pay employer.

The gender pay gap shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are.

## GENDER PAY CALCULATIONS

The Statutory Pay Gap calculation includes all full-time relevant employees in March 2023, after Salary Sacrifice deductions have been made. The Gender Pay Gap is defined as the difference between the mean and median hourly rate of pay that male and female employees received in March 2023. The Mean Pay Gap is the difference between the average hourly earnings of men and women. The Median Pay Gap is the difference between the midpoints in the ranges of hourly earnings of men and women.



# HEADLINE GENDER PAY GAP FIGURES FOR SCC GROUP

In keeping with the statutory data requirements, we report the following:

1. The Mean Hourly Pay Gap (%) of all Full Pay Relevant Employees = 5.7% in favour of men
2. The Median Hourly Pay Gap (%) of all Full Pay Relevant Employees = 16% in favour of men
3. The Mean Bonus Pay Gap (%) of all Full Pay Relevant Employees = 3% in favour of women
4. The Median Bonus Pay Gap (%) of all Full Pay Relevant Employees = 0%
5. The proportion (%) of women and men who received Bonus Pay = Women 34% and Men 30%
6. The proportion (%) of women and men on 4 equal population quartiles =
  - Upper Quartile = Men 39%, Women 61%
  - Upper Middle Quartile = Men 38%, Women 62%
  - Lower Middle Quartile = Men 31%, Women 69%
  - Lower Quartile = Men 30%, Women 70%

MEAN PAY OF ALL STAFF: £18.71  
MEDIAN PAY OF ALL STAFF: £17.91



MEAN PAY FOR MEN

£19.42



MEAN PAY FOR WOMEN

£18.33



MEDIAN PAY FOR MEN

£20.57



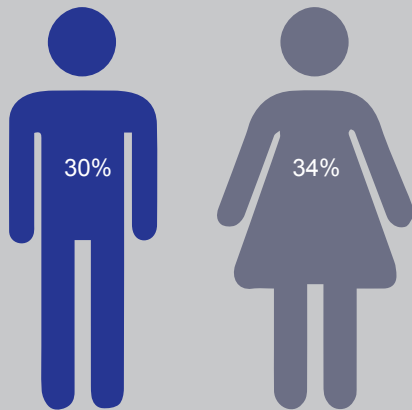
MEDIAN PAY FOR WOMEN

£17.26

5.7% MEAN PAY GAP

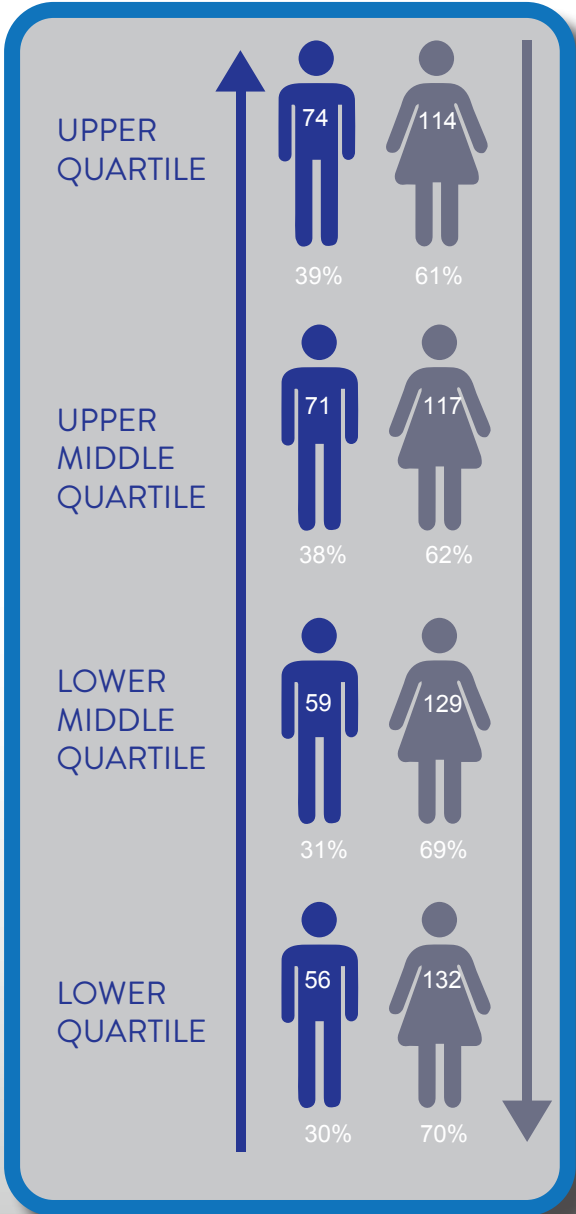
16% MEDIAN PAY GAP

THE PROPORTION (%) OF WOMEN AND MEN WHO RECEIVED BONUS PAY



MEAN  
BONUS PAY GAP: 3%

MEDIAN  
BONUS PAY GAP: 0%



# WHY DO WE HAVE A GENDER PAY GAP?

## MEAN & MEDIAN PAY GAPS:

- Our mean gender pay gap is 5.7% (UK Average 2023 is 7.7%) and our median gender pay gap is 16%, (UK National Average 2023 is 14.3%).
- On analysis, the majority of our staff are female, 65%, and 35% are male. Moreover the majority of our female staff are on support contracts, 62% and are part time 60%. The analysis shows that we employ more females in lower paid support roles, which traditionally attract more women. This results in both a mean and median pay gap.

## BONUS PAY:

- Support staff are eligible for an annual bonus (SSSP) and Work Based Learning support staff are also eligible for a further bonus. Given that we employ more women, and that more of those women are employed on a support contract, it is not a surprise that 34% of females receive a bonus as opposed to only 30% of male staff. Given our gender split, our mean bonus pay gap of 3% in favour of women and median bonus pay gap of 0% is also unsurprising.

## QUARTILE SPLITS:

- For the quartile splits, the ideal would be to see a female / male split close to that of the whole organisation, 65% female and 35% male. Our figures used to show that we have a higher percentage of women in lower paid roles than our organisational split. This year our Upper Quartile has shown a positive increase in the number of women from 55% to 61%, which is closer to the overall organisational split of 65% women. However, the Lower Quartile has also seen a negative increase in the number of women from 65% to 71%, meaning a higher proportion of women are being paid lower amounts.

## EFFECT OF SALARY SACRIFICE SCHEMES:

- Three salary sacrifice schemes are currently available at the College. Under the regulations we are required to exclude salary sacrifice sums from the gross pay of participating staff for the purposes of this gender pay gap reporting. With 19 staff (63% female at the time of reference) participating in our Childcare Vouchers Scheme, another 4 staff participating in our Cycle to Work Scheme and a further 1 participating in the MyTech Scheme, this effectively reduces their hourly rate although they benefit from the tax exemption while still receiving the 'value' of that pay. This needs to be carefully considered in the analysis of our pay gap data.

# PLANS TO ADDRESS THE GENDER PAY GAP

The College is committed to addressing the Gender Pay Gap and will continue to ensure that gender equality is a core part of our Single Equality Scheme. The College's Equality, Diversity & Inclusion Steering group will agree specific actions which may include:

- Continual review of our recruitment processes to ensure that we are addressing gender underrepresentation across the College, and continue offering unconscious bias training.
- Continual review our PDR processes and CPD strategy to support all staff, but look specifically at opportunities for women to progress their careers within the College through talent management and on-going personal development.
- We will continue to encourage flexible working across the College in every role and at every level to ensure that our people have the opportunity to work in a way that works best for their career aspirations, College needs and home life.
- We will undertake an early analysis of our Gender Pay Data as at 31st March 2024, to ensure that this information feeds into our actions for this year as opposed to waiting until the March 2025 deadline for data publishing.

# APPENDIX 1: CALCULATING THE GENDER PAY GAP

The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 sets out the requirements of the College to annually publish its Gender Pay Gap based on a March snapshot date. This is calculated as follows:

- The pay gap is calculated as a percentage of the difference between the average gross hourly pay of male employees compared to female employees.
- An employee is defined as a person who is employed by the College, is a worker contracted to provide a service, or a self-employed person contracted directly to provide a service. Workers employed through agencies, or self-employed workers paid via a company are excluded from the calculation.
- The Hourly Pay Rate is a calculation which combines the Ordinary Pay and any Bonus Pay received on the relevant census dates. Ordinary Pay itself is a combination of basic pay, allowances, pay for piecework, pay for leave, and shift premium pay.
- Ordinary pay does not include overtime, redundancy/termination payments, payment in lieu of leave, or other remunerations that are not money.
- Gross pay is calculated after the deduction of salary sacrifice payments, but before all other taxes.
- Only staff who are considered “full pay relevant employee” are included in the calculation. Any staff who were not receiving their full hourly pay equivalent because of a reduced payment, such as statutory maternity or sickness pay, are excluded.
- The calculation is based on posts, and not individual people. Where an individual has 2 or more contracts or roles, they are included in the calculation as separate data sets.