

**Gender Pay Gap Report
South Gloucestershire and Stroud College
As at 31 March 2023**



Following the introduction of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 of the regulations are required to report annually on their Gender Pay Gap.

The College operates over 6 sites based in Bristol, Stroud and Berkeley. On 31 March 2023, South Gloucestershire and Stroud College employed 974 staff. Of these 899 staff were classed as ‘Full Pay Relevant Employees’ for the purposes of this report, as defined by the government guidelines for reporting*. 38% of staff were male and 62% were female. This includes all staff with zero-hour contracts who have been allocated a fixed hourly basic rate in line with the College’s pay scales.

*Receiving their usual full pay on the snapshot reporting period. e.g. not in receipt of SSP, SPP or SMP

Our Gender Pay Gap

		%
Mean Gender Pay Gap – Ordinary Pay		4.24%
Median Gender Pay Gap – Ordinary Pay		7.79%
Mean Gender Pay Gap – Bonus pay in the 12 months ending 31 March 2023		18.26%**
Median Gender Pay Gap – Bonus pay in the 12 months ending 31 March 2023		25%**
Proportion of employees paid a bonus in the 12 months ending 31 st March 2023	Male	80.22%
	Female	79.50%
Proportion of Full Pay Relevant Employees in each quartile		
Quartile	Female%	Male%
Lower Quartile	64%	36%
Lower Middle Quartile	67%	33%
Upper Middle Quartile	58%	42%
Upper Quartile	59%	41%

** Includes a non-consolidated pay award made to all qualifying relevant staff within the 12 months ending 31 March 2023. The value of non-consolidated pay awards however are calculated on a variety of individual factors including:

- Start date – if not employed prior to start of the calculation year
- Leave Date – if not employed for the whole of the calculation year
- Duration of service in the calculation year
- Actual hours worked during the calculation year (for claims staff)
- The non-consolidated pay awards are calculated based on a percentage of FTE Salaries pro-rated according to the number of hours worked per week at the calculation date, subject to £250 Pro-rata’s by FTE minimum
- Payments for zero hours staff are based on FTE Salary pro-rated by total claims within a 12-month period up to 31st July
- Figures for bonus calculations also include Service Recognition awards made to 10 members of staff, 8 females and 2 males

Key Findings

Analysis of our employee data shows that there is currently a median average gender pay gap for all employees in hourly pay of 7.79% which has increased from 6% from the previous years’ report. This remains well below the 2022 UK average for the Education of 20.4% and compares very well to the 2022 UK national average of 14.4%¹ for all employees.

¹ [Gender pay gap in the UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Further analysis of our employee data shows that there is currently a mean average gender pay gap for all employees in hourly pay of 4.24% which has increased from 2.18% from the previous years' report, reviewing previous data 2022 was a particularly low outlier year and these slight increases return the college back to its average. However, this still remains well below the 2022 average for the Education Sector of 15% and continues to compare very well to the 2022 UK national average of 13.4% for all employees.¹

Our Approach

South Gloucestershire and Stroud College (SGS) is committed to promoting equality and diversity in all of its activities and between the people that represent its constituency. We value the diversity of our workforce and learner population and aim to ensure that the highest equality and diversity standards are maintained and discrimination and harassment are eliminated.

The College has established robust and structured methods for ensuring equality is maintained, for example:

- The College's Single Equality Plan details SGS Colleges' response to its Public Sector Duties. We consult widely with regard to Equality, Diversity and Inclusion, monitor our progress and continually review the actions we take; and we proactively revise our approaches where required. We do this so that we can be sure that we are consistently progressing towards the achievement of our aims and objectives. This Policy does not exist purely as a response to legal requirements; SGS College sees Equality and Diversity as fundamental considerations underpinning all our activities.
- In line with the Single Equality Plan, the College has a robust Impact Assessment Toolkit which ensures that all of our planning activities and actions work towards the successful implementation and achievement of our aims and principles.
- The College supports various staff inclusion groups and forums to inform its approaches and policies.
- Our recruitment and selection processes are constantly reviewed and assessed to ensure that our practices embrace strong equal opportunity measures. Recruiting Managers are fully supported by the HR function to alleviate any form of gender bias in both recruitment and career progression. All sensitive data is removed from the recruitment selection criteria.
- Job roles are formally evaluated where necessary to ensure fair pay is maintained across similar roles within the College.
- The College has always been committed to promoting flexible working for all employees, in order to offer greater flexibility in working practices. Following the global pandemic, flexible working has become our standard approach and is fully embedded into our way of working.
- All employees are offered the opportunity to improve their skills and knowledge base through the provision of in-house and external training and development activities and through the use of mentoring, shadowing and coaching activities.
- Mandatory Equality and Diversity Training for all staff.
- The College offers a number of additional benefits to all of its employees including: Salary Sacrifice arrangements, Eye care provision, Employee Discount schemes and a Service Recognition Award Scheme. These are continually being reviewed to consider ways we can further enhance our benefits for all employees.

By continuing to invest in sound and robust policies, procedures and actions, South Gloucestershire and Stroud College is confident that its current Gender Pay Gap will reduce in the future. Furthermore, the College pledges to continue to formally impact assess all Policies and Procedures and to actively promote equality and diversity within all areas of the College.

Statement

I, Kelly Gillett, Director of People and Organisational Culture confirm that the information provided in this report is true and accurate and fully reflects the College's commitment to all aspects of equality and diversity including the promotion of gender pay equality.

Signed:



Dated: 14 March 2024