

**Gender Pay Gap Report**  
**South Gloucestershire and Stroud College**  
**April 2020**



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 5 sites based in Bristol, Stroud and Berkeley. On 31 March 2020, South Gloucestershire and Stroud College employed 870 staff. Of these 823 staff were included for the purposes of this report, as defined by the government guidelines for reporting\*. 37% of staff were male and 63% 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.

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

**Our Gender Pay Gap**

		%
Mean Gender Pay Gap – Ordinary Pay		4.89%
Median Gender Pay Gap – Ordinary Pay		7.33%
Mean Gender Pay Gap – Bonus pay in the 12 months ending 31 March 2020		19%**
Median Gender Pay Gap – Bonus pay in the 12 months ending 31 March 2020		25%**
Proportion of Male and Female employees paid a bonus in the 12 months ending 31 <sup>st</sup> March 2020		Male
		83.79%
Proportion of male and female employees in each quartile		Female
		86.29%
Quartile	Female%	Male%
Lower Quartile	63%	37%
Lower Middle Quartile	67%	33%
Upper Middle Quartile	55%	45%
Upper Quartile	56%	44%

\*\* Includes a non-consolidated pay award made to all qualifying staff within the 12 months ending 31 March 2020. The value of non-consolidated pay awards however are calculated on a variety of individual factors, which accounts for the apparent increased gender pay gap for bonus pay for these awards:

- 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 then calculated based on a percentage of FTE Salaries pro-rated according to the number of hours worked per week at the calculation date.
- Payments for zero hours staff are based on FTE Salary pro-rated by total claims within a 12-month period up to 31<sup>st</sup> July.
- Figures for bonus calculations also include Long Service Recognition awards made to 7 members of staff, 3 males and 4 females.

**Key Findings**

Analysis of our employee data shows that there is currently a median average gender pay gap in hourly pay of 7.33% which has reduced from 9.87% from the previous years' report. This remains well below the 2019 average for the Education Sector of approx. 25% and compares very well to the 2019 UK national average of 17.3% for all employees.

Further analysis of our employee data shows that there is currently a mean average gender pay gap in hourly pay of 4.89% which is also well below the 2019 average for the Education Sector of 17.6% and again compares very well to the 2019 UK national average of 15.5% for all employees.<sup>1</sup>

### **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 and Diversity, 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.
- Our recruitment and selection process is 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.
- Job roles are formally evaluated where necessary to ensure fair pay is maintained across similar roles within the College.
- The College is committed to promoting Flexible Working for all employees in order to offer greater flexibility in working practices, our flexible working policy has recently been updated to further support applications for flexible and home 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 Long Service Award Scheme.

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 continue to reduce. 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, Moira Foster-Fitzgerald, Chief Group Services Officer 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: 8 March 2021

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<sup>1</sup><https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2020#measuring-the-data>