

Request

Sent: 18 March 2022 16:23

To: RNN FOI <foi@rnngroup.co.uk>

Subject: Freedom of Information Request

RNN Group

Dear FOI Officer

This is a Freedom of Information request.

The Association of Colleges (AoC) recommendation for the 2021-22 pay award for employees was 1% or £250, whichever the greater, from 1 August 2021.

1. Did the College make a pay award to employees for 2021-22?
2. If a pay award was made to employees for 2021-22, what pay award was made and what date was it paid from/backdated to?
3. If no pay award was made for 2021-22, is a decision on making a pay award for 2021-22 still pending?
4. Is there an agreement to pay College employees the Living Wage Foundation Living Wage/London Living Wage?
5. How many staff are currently employed by the college, excluding casual staff?

Family friendly policies

6. What is the entitlement to occupational maternity pay for employees? Please specify:
 - a) any service requirement
 - b) period for which occupational maternity pay is paid
 - c) level of payment
eg. 26 weeks paid at 100% of pay for staff with one year's service
7. What is the entitlement to occupational adoption pay for employees? Please specify:
 - a) any service requirement
 - b) period for which occupational adoption pay is paid
 - c) level of payment
eg. 26 weeks paid at 100% of pay for staff with one year's service
8. What is the entitlement to occupational shared parental pay for employees? Please specify:
 - a) any service requirement
 - b) period for which occupational shared parental pay is paid
 - c) level of payment
eg. 26 weeks paid at 100% of pay for staff with one year's service
9. What is the entitlement to occupational paternity pay for employees? Please specify:
 - a) any service requirement
 - b) period for which occupational paternity pay is paid
 - c) level of payment
eg. 3 weeks paid at 100% of pay for staff with 26 weeks' service

Our Ref: FOIA199

Your Ref: N/A

Date: 1st April 2022

Dear [REDACTED]

FREEDOM OF INFORMATION REQUEST (FOI): “2021-22 pay award for employees”

Thank you for your request for information, which we received on 18th March 2022. We have handled your request under the Freedom of Information Act 2000 (FOIA).

Any correspondence regarding this should be addressed to FOI@rnn.ac.uk

Please note that we will be providing a response on behalf of the RNN Group as a whole, rather than any individual college or organisation within the Group.

The RNN Group main centres of operations are located at the following sites:

Site Name	Address
Rotherham College	Eastwood Lane, Rotherham. S65 1EG
North Nottinghamshire College	Carlton Road, Worksop. S81 7HP
Dinnington Campus	SITE NO LONGER IN OPERATION*
Dearne Valley College	Wath upon Dearne, Swinton. S63 7EW
University Centre Rotherham	Doncaster Gate, Rotherham. S65 1DJ
RNN Training	Carlton Road, Worksop. S81 7HP
Idle Valley Rural Centre	North Road, Retford. DN22 8SG
Construction Centre Rotherham	Rawmarsh Road, Rotherham. S60 1RU
Skills Centre Shireoaks	SITE NO LONGER IN OPERATION*
National Fluid Power Centre	Carlton Road, Worksop. S81 7HP
Create Skills Ltd	SUBSIDIARY COMPANY CEASED TRADING*
Charnwood Training	SUBSIDIARY COMPANY CEASED TRADING*
Aston Recruitment & Training	NO LONGER OWNED BY THE RNN GROUP*
Rotherham Education Services	Eastwood Lane, Rotherham. S65 1EG
Retford Post 16 Centre	Old Hall Drive, Retford. DN22 7EA
Nottinghamshire Children & Family Partnership	PARTNERSHIP HAS CEASED*

*Data from these sites have been re-located to other centres within the RNN Group, and if applicable, have formed part of the search for the information requested.

Attached is the information you requested.

Please note, whilst you have exercised your right to information under FOI, the RNN Group may not release some data it has on record. For example, if it contains personal details of individuals or if other exemptions apply, as detailed within the FOI legislation. See the Information Commissioners Office (ICO) website for further details as to what this means to you and the request you have made:

<https://ico.org.uk/for-organisations/guide-to-freedom-of-information/what-is-the-foi-act/>

In keeping with the spirit and effect of the FOIA, and in keeping with the RNN Group's transparency agenda, all information is assumed to be releasable to the public unless exempt. Therefore, the information released to you may now be published on the Group's website at www.rnngroup.co.uk/IG together with any related information that will provide a key to its wider context. Please note that this will not include your personal data.

I attach Appendix A giving contact details, should you be unhappy with the service you have received from the RNN Group in regards to this FOI request.

If you have any queries about this letter then please do not hesitate to contact us.

Kind regards.

The RNN Group Information Governance Team

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Appendix A

If you are unhappy with the service you have received in relation to your request, you may make a complaint or appeal against our decision under chapter 36, part 1, section 17 (7) of the Freedom of Information Act or under chapter 12, part 6, section 165 of the Data Protection Act (Article 57(1)(f) and (2) and 77 of the General Data Protection Regulations), within 40 working days of the date of this letter.

A copy of our complaints process can be found on the RNN Group web site by following the link below and selecting the Feedback and Complaints section:

<https://www.rnngroup.co.uk/IG>

If you are not content with the outcome of the internal review of your complaint, the DPA gives you the right to apply directly to the Information Commissioner for a decision.

Please note that generally the Information Commissioner cannot make a decision unless you have first exhausted the RNN Group's own complaints procedure.

The Information Commissioner can be contacted at:
Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

The Association of Colleges (AoC) recommendation for the 2021-22 pay award for employees was 1% or £250, whichever the greater, from 1 August 2021.

1. Did the College make a pay award to employees for 2021-22?
Yes
2. If a pay award was made to employees for 2021-22, what pay award was made and what date was it paid from/backdated to?
1% or £250 whichever was greater. It was paid on November 2021 pay date. The back pay was paid on February 2022 pay date and back dated to 1st August 2021.
3. If no pay award was made for 2021-22, is a decision on making a pay award for 2021-22 still pending?
N/A
4. Is there an agreement to pay College employees the Living Wage Foundation Living Wage/London Living Wage?
No.
5. How many staff are currently employed by the college, excluding casual staff?
778

Family friendly policies

6. What is the entitlement to occupational maternity pay for employees? Please specify:

- a) any service requirement

All employees, regardless of length of service and number of hours worked, have the right to statutory maternity leave.

Employees are entitled to maternity pay if:

- they give the correct notice and proof of pregnancy; and
- must have completed 26 weeks continuous service at the 15th week before the EWC (40 weeks employment before baby's due date); and
- employee must be earning an amount equivalent to at least the lower earnings limit for National Insurance contributions; and
- they must have stopped work wholly or partly because of the pregnancy, or childbirth.

- b) period for which occupational maternity pay is paid – see grid below

- c) level of payment – see grid below

Length	Pay Amount	Weeks of Maternity leave
6 weeks	90% of average weekly earnings	1 - 6
18 weeks	50% of average weekly earnings plus SMP or rate equal to 90% of average weekly earnings, whichever is the lower	7-24
15 weeks	SMP or rate equal to 90% of average weekly earnings, whichever is the lower	25-39

7. What is the entitlement to occupational adoption pay for employees? Please specify:

- a) any service requirement

All employees, regardless of length of service and number of hours worked, have the right to statutory adoption leave.

An employee will be eligible to receive Statutory Adoption Pay (SAP) and Occupational Adoption Pay (OAP) if they satisfy the following criteria:

- be matched with a child for adoption or 'foster to adopt' by an approved adoption agency, or be one of a couple who have been jointly matched with a child for adoption (including surrogacy);
 - have been continuously employed by RNN Group for 26 weeks or more by the end of the week in which the employee is notified of being matched with a child for adoption. In cases of surrogacy they must be employed for at least 26 weeks up to the 15th week before the baby is due); and
 - have notified the agency that they agree that the child should be placed with them for adoption and the date of placement;
 - provide written evidence from the adoption agency specifying the name and address of the agency, name and address of the employee, the date on which the employee was notified that they have been matched with the child and the date on which the agency expects to place the child with the employee. In cases of overseas adoptions, the relevant UK's authority confirming the parent is allowed to adopt and when the child arrived in the UK;
 - Give 28 days' notice before they want to be paid, unless the time between the child being matched and placed is less than that; and
 - the child / children placed must be younger than 18 years old and new to the home.
- b) period for which occupational adoption pay is paid - see grid below
- c) level of payment - see grid below

Length	Pay Amount	Weeks of Adoption leave
6 weeks	90% of average weekly earnings	1 - 6
18 weeks	50% of average weekly earnings plus SAP or rate equal to 90% of average weekly earnings, whichever is the lower	7-24
15 weeks	SAP or rate equal to 90% of average weekly earnings, whichever is the lower	25-39

8. What is the entitlement to occupational shared parental pay for employees? Please specify:

- a) any service requirement

In order to qualify for Shared Parental Leave both parents must have caring responsibility for the child and both must be in paid employment.

Continuity of Employment Test: In order to be eligible for ShPL, the parent must have at least 26 weeks' continuous service with the same employer at the 15th week before the baby's due date and still be working for the same employer when they intend to take the leave. In summary this means that shared parental leave is only available if both parents have worked for their employer for 40 weeks before the child's due date.

Earnings Test: for an employee to qualify for ShPL and ShPP, their partner must meet the economic activity test. This means they must have worked for any 26 out of the 66 weeks preceding the baby's due date, or the adoption matching date, (or date of the child's entry into the UK for overseas adopters). The average weekly gross earnings must be equal to or above a specified threshold which may be increased each tax year known as the lower earnings limit. The earnings are averaged over a 13 week period from within the 66 week test period. The individuals can choose which 13 weeks are best for them. The 13 weeks may be separate or consecutive. If you do not qualify for this stage then you can progress no further with an application for Shared Parental Leave.

- b) period for which occupational shared parental pay is paid

Shared Parental Pay (ShPP) should not exceed the total amount of Statutory Maternity Pay (SMP) that would have been paid to the mother should she have not have opted out of Maternity Pay entitlement. Should both parents or adopters be employed by the Group and

both are eligible for Shared Parental Leave and Pay, an enhanced rate will be paid which will not exceed the entitlement of the mother to SMP and the Group's enhanced Occupational Maternity pay scheme.

c) level of payment – see above

9. What is the entitlement to occupational paternity pay for employees? Please specify:

a) any service requirement

have worked continuously for RNN Group for 26 weeks ending with the 15th week before the expected date of confinement.

b) period for which occupational paternity pay is paid

Two weeks

c) level of payment

Paid at the rate of OPP which is 100% of the employee's pay. This payment will include the current rate of SPP.