

Gender Pay Gap 2019-20

As an employer of 250+ employees, we are required to comply with Gender Pay Gap legislation and provide a yearly report. Aside from the legal requirement, **fairness, inclusion** and **equal opportunity** are at the heart of our values, so gathering and transparently reporting on gender pay gap information allows us to see where we are currently, and how to make positive changes in the future.

Mandatory Data

Based on the assigned snapshot date of **31st March 2020**, the following data is reported on:

- Our mean gender pay gap (full-pay relevant employees)
- Our median gender pay gap (full-pay relevant employees)
- Our proportion of males and females in each quartile pay band (full-pay relevant employees)

Based on the 12-month period **1st April 2019 to 31st March 2020**, the following data is reported on:

- Our mean “bonus” gender pay gap (relevant employees)
- Our median “bonus” gender pay gap (relevant employees)
- The proportion of male employees receiving a “bonus” payment (relevant employees)
- The proportion of female employees receiving a “bonus” payment (relevant employees)

Who?

We have analysed full-pay relevant employees and relevant employees from the RNN Group, Rotherham Education Services (RES) and National Fluid Power Centre.

Full-pay relevant employee: An employee at the snapshot date (31st March 2020) who is receiving normal pay.

Relevant employee: A employee at the snapshot date (31st March 2020) who did not receive normal pay due to a specific reason (reduced/zero pay due to Maternity Leave, Half Pay/No Pay Sickness or Unpaid absence etc)

Our Gender Pay Gap Data

On the snapshot date our workforce gender demographic consisted of 331 men and 739 women. No employees identified as non-binary.

	2016/17	2017/18	2018/19	2019/20
Mean Gender Pay Gap	13.6%	16.6%	14.9%	13.8%
Median Gender Pay Gap	18.9%	25.2%	27.1%	27.1%

The data shows our gender pay gap, based on mean (average) hourly salary, is **13.8% lower** for women, and the median hourly salary is **27.1% lower** for women across the organisation.

This is a 1.1% decrease in our mean gender pay gap figure compared to 2018-19 and there is no change in our median figure.

“Bonus” Payments in the period 1st April 2019 – 31st March 2020

Due to changes in methodology and increased guidance on completing our Gender Pay Gap figures¹, we are able to report more robustly on what payments have been made that constitute bonuses. As a result of these changes, there is no correlation between the 2018-19 figures and those of previous years, however a comparison can now be made from 2018-19 to now.

The payments reported on in this data which class as a “bonus” include:

- Market Force Supplements and Honorariums
- Allowances
- Increases related to achieving qualifications
- Health & Safety related payments (e.g. First Aider callouts)
- Length of Service Awards (in the form of vouchers)
- Other adjustments not included in basic pay

	2018/19	2019/20
Mean Bonus Pay Gap	51.8%	62.1%
Median Bonus Pay Gap	44.4%	45.8%
Number of male employees who received a “bonus”	82	85
Proportion of all male employees who received a “bonus”	21.7%	25.7%
Number of female employees who received a “bonus”	89	65
Proportion of all female employees who received a “bonus”	10.1%	8.8%

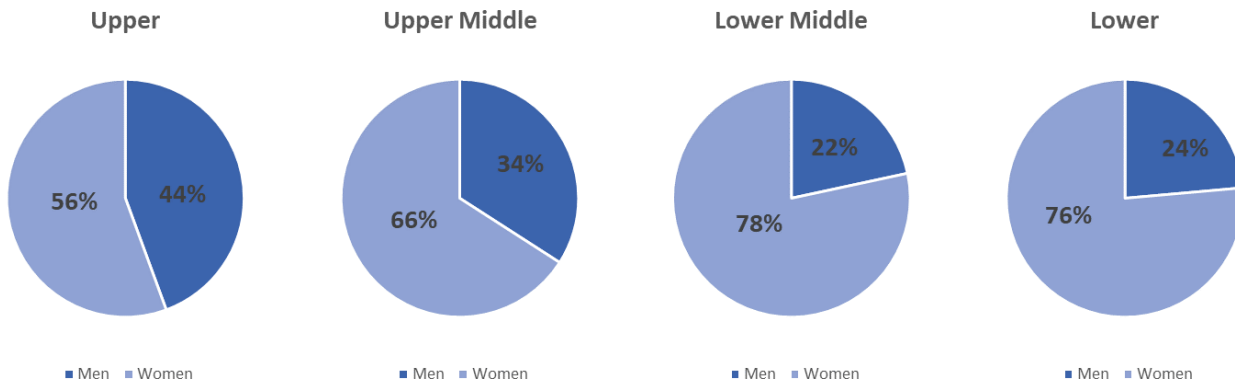
The data shows that there is a mean (average) Bonus Pay gap of 62.1% and a median gap of 45.8% in favour of male employees across the organisation.

Employees	Market Force Supplements	Honorariums	Qualification related	Health & Safety	Length of Service
Females	12.2%	49.9%	30.5%	42.4%	52.3%
Males	87.8%	50.1%	69.5%	57.6%	47.7%

Market Force Supplements are the biggest bonus category to favour male employees. This is due to the fact that MFS are used to help appoint employees for “hard-to-fill” roles, predominantly in areas such as Engineering and Construction which typically attract male applicants.

We also see that 25.7% of all male employees received some form of bonus during this reporting period, compared to 8.8% of all females, however it is important to highlight that women make up 63% of the overall workforce. In addition, the organisation has a higher quantity of female employees who would not be in receipt of bonuses due to their role within the organisation (e.g. Administrative and support staff).

Across the four quartiles our workforce is predominantly female, and females occupy a greater number of positions at the lower quartiles. The data shows the breakdown as:



We see how each gender group is distributed across the organisation below:

	Upper	Upper Middle	Lower Middle	Lower
Female	20%	24%	28%	28%
Male	36%	27%	18%	19%

This again highlights the pattern that female numbers increase as the quartile lowers, whereas male numbers decrease.

Compared to our previous Gender Pay Gap report, there have been the following changes in quartile proportions:

	Upper	Upper Middle	Lower Middle	Lower
Female	-4.9%	+1.6%	+4.6%	-7.2%
Male	+6.9%	-3%	-13.7%	+33.5%

We have seen an increase in the number of men in the upper quartile and the lower quartile. Increases have been seen in the number of women in the middle quartiles and a reduction in the lowest quartile.

Gender Pay Gap Context

The National Gender Pay Gap as of April 2020ⁱⁱ was **15.5% (median)**, however the GPG in the Education sector was **24.6% (median)** and **17.1% (mean)**. This places the RNN Group higher than national median figures for the Education industry, but lower than the national mean figure for Education.

The RNN Group is likely to maintain a higher Gender Pay Gap figure due to the high proportion of female employees and how they are distributed across the organisation. We must acknowledge that in the Education sector, it is common for administrative and student-facing support roles to be predominantly held by females, as are some lower paid roles such as cleaners. Data from the Office for National Statistics shows that the Yorkshire and Humber GPG is **15.1% (median)** and **10.8% (mean)**ⁱⁱⁱ.

The RNN Group continues to employ lower paid workers for roles such as Cleaners and Learning Support Assistants rather than outsourcing these to other companies. Also, we must highlight that we employed 18

apprentices during the snapshot date of 31 March 2020, of which 14 were female. These factors all influence the median hourly rate calculation used to establish our Gender Pay Gap.

One additional challenge we face in reducing our Gender Pay Gap which must be acknowledged is our commitment to TUPE legislation. As a college group founded by the merger of three colleges and various other subsidiaries, we have a large variety of salaries and pay arrangements which are not all aligned. As a result, we may have employees in similar roles receiving different pay which is protected by TUPE legislation. Should these lower paid employees be female, it will affect our GPG figure.

Next Steps

While we recognise the importance of reducing the national gender pay gap, we are committed to offering employment that responds to the demands of our local labour market. By offering a range of roles at all salary levels, we are confident that we are a fair and inclusive employer and our Gender Pay Gap figure reflects this when compared to the rest of the Education Sector.

As mentioned previously in this report, the scope and methodology used to calculate our gender pay gap has changed from that used in 2018. This is mainly due to increased guidance and understanding of how to report on data, as well as some internal organisation changes. We feel this new methodology is more transparent, and will offer greater opportunities in the coming years to increase our analysis of our organisation's pay.

We are committed to creating and implementing initiatives which will reduce our gender pay gap in future. This includes our efforts to improve pay for lower earners in line with government direction, as well as harmonising pay for all employees of the RNN Group while respecting our commitment to TUPE legislation.

Signed on behalf of the RNN Group by:

Jane Hartog
Executive Director of HR OD and Marketing

ⁱ The guidance provided by CIPD has been used to help create this report. That guidance was published on 27 January 2020 and can be found at <https://www.cipd.co.uk/knowledge/fundamentals/relations/gender-pay-gap-reporting/guide>

ⁱⁱ "The Gender Pay Gap Briefing Paper No 7068" Full Report published 20 November 2020 by House of Commons <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/SN07068>

ⁱⁱⁱ Office for National Statistics Dataset: Gender Pay Gap released 7 December 2020 <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>