

Gender Pay Gap 2023-24

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 2024**, the following data is reported on:

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

Based in the 12-month period **1st April 2023 to 31st March 2024**, 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 the National Fluid Power Centre.

Full-pay relevant employee: An employee at the snapshot date (31st March 2024) who is receiving normal pay.

Relevant employee: An employee at the snapshot date (31st March 2024) who did not receive normal pay due to a specific reason (reduced / zero pay inc. those on Maternity/Paternity/Adoption Leave, and long-term sickness etc).

Our Gender Pay Gap Data

On the snapshot date our workforce gender demographic consisted of **250 men** and **486 women** classed as full pay relevant employees. Some employees have identified as non-binary so are not reflected in this data.

	2019/20	2020/21	2021/22	2022/23	2023/24
Mean Gender Pay Gap	13.8%	13.2%	16.1%	14.6%	10.5%
Median Gender Pay Gap	27.1%	26.5%	22.7%	17.3%	11.3%

The data shows that both our mean and median (the nationally reported GPG figure) have both reduced in 2023-24. We have seen a consistent decrease in our median Gender Pay Gap over the last 5 years. Provisional figures published by ONS* at the time of this report show **the national median pay gap to be 13.1%, which puts RNN Group under the national figure for the first time.**

*<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2024#data-on-the-gender-pay-gap>

Quartile breakdown

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 gender profile in each quartile as:

	Male		Female	
	Headcount	% in quartile	Headcount	% in quartile
Upper quarter	77	41.8%	107	58.2%
Upper middle quarter	78	42.4%	106	57.6%
Lower middle quarter	51	27.7%	133	72.3%
Lower quarter	44	23.9%	140	76.1%

Bonus Payments in the period 1st April 2023 – 31st March 2024

Bonus pay was assessed for the 12 months prior to the snapshot date our 'relevant employees'. This consisted of **297 men** and **592 women** (all relevant employees/workers). Some employees identified as non-binary so are not reflected in this data. To correctly categorise bonus pay, our salary 'elements' were:

Ordinary Pay

- Basic Salary
- Recurring additions to salary (not one-off) to promote recruitment and retention of hard-to-fill roles
- First Aid and Security related payments
- Other regular operational payments (not one-off)

Bonus Pay

- A small number of Pay Awards still outstanding from early 2023
- Performance Related Pay (one off) to specific employees based on their role
- Length of Service Awards in the form of gift vouchers

Bonus Pay Gap for Apr 2022 to March 2023	
Mean Bonus Pay Gap	70.5%
Median Bonus Pay Gap	33.3%
Number of male employees who received a "bonus"	9
Proportion of all male employees who received a "bonus"	3%
Number of female employees who received a "bonus"	23
Proportion of all female employees who received a "bonus"	3.9%

The RNN Group's bonus pay gap may fluctuate significantly each year depending on what bonuses our funding and other circumstances will allow us to pay. This means that in some years, a large proportion

of employees may receive a bonus payment, whereas other years they may not. Therefore a year-by-year comparison is not appropriate.

Our bonus pay gap for 23-24 may seem high, but in context, 81% of the bonuses received relate to Long Service Awards which are based solely on an employee's start date, and another 15.5% relate to pay awards given to all eligible employees regardless of gender.

Gender Pay Gap Context

The RNN Group is likely to sustain 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 national living wage roles such as cleaners.

Next Steps

While we recognise the importance of helping to reduce 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.

We will continue to review our bonus pay processes to minimise opportunities for unconscious gender bias.

We will endeavour to continue harmonisations wherever possible while respecting our commitment to TUPE legislation. To date, our efforts to harmonise salaries for employees on different contracts has increased our transparency and consistency.

We will continue to improve pay for lower earners in line with government direction, however this in itself will not reduce our GPG as the difference between salary points must still exist to recognise levels or responsibility.

We are committed to creating and implementing initiatives which could reduce our gender pay gap in future.

Signed on behalf of the RNN Group by:



Jane Hartog
Executive Director of HR OD and Marketing