

South Hampshire College Group Gender Pay Gap Report 2024

Introduction to the South Hampshire College Group

This Gender Pay Gap Report is the first combined submission from the South Hampshire College Group since the merger of Eastleigh, Fareham and Southampton Colleges on August 1st, 2023. For the first time this report, provides data which has been collated from each College campus and presented as one report.

Both internal and external factors which may have affected gender pay equity at each individual campus previously are being addressed through the college's strategic approach to aligning organisational structure, professional development opportunities and People and Culture strategy and work on remuneration and benefits.

The data presented in this report is reflective of 31st March 2024 and it is important to note that at this point of time SHCG was in the process of a large organisational restructure programme and therefore the result of group-wide contract and pay alignment will not be reflective in the gender pay report data until next year's submission.

Abstract findings

The data indicates that SHCG does not have any major issues with respect to gender pay gap and equity at this time, however we do have a gender pay gap. It is of note that whilst 65% of our workforce is female and this gender is represented more frequently at all quartiles of our organisation, gender parity is not achieved across the group largely as males are more likely to be paid more overall in the most senior positions of our organisation. It is important to continue to support gender equity in pay at all levels of the organisation and also to ensure strong career pathways are available for women in particular to non-traditional roles and leadership positions. The data provided along with the interventions outlined further in this report will ensure that the college group maintains a firm focus and commitment to management of gender pay gap matters.

The Purpose of the Gender Pay Gap Report

The purpose of the gender pay gap report is to identify whether there is any difference in average earnings between male and female employees across the College group. This report is collated in line with government requirements and reflects our commitment to promoting diversity and equity in remuneration across the group.

The gender pay gap explores whether there is any variance in the average pay between male and female employees, but it is important to note that the gender pay gap is not the same as equal pay, which refers to male and female employees receiving the same pay for performing equal work.

This report is expressed as a percentage difference in average hourly earnings and bonuses for male and female employees. The data presented in this report identifies the following:

- Mean gender pay gap in hourly pay
- Median gender pay gap in hourly pay
- Mean bonus gender pay gap
- Median bonus gender pay gap

Nat Ave FT (ons)	7.0	7.5	8.3	7.9	7.0	7.7	8.3	7.9
Nat Ave All (ons)	13.1	14.2	14.4	15.4	13.1	14.2	14.4	15.4
Eastleigh		12.87	16.59	14.72		11.12	23.26	27.7
Southampton		8.06	2.93	5.28		9.66	5.63	7.53
Fareham		15.0	15.0	12.0		19.0	16.0	9.0

Average scores for three legacy colleges to provide a comparison to SHCG first 'single' score.

	Mean Gender Pay Gap				Median Gender Pay Gap			
	2024	2023	2022	2021	2024	2023	2022	2021
Nat Ave All (ons)	13.1	14.2	14.4	15.4	13.1	14.2	14.4	15.4
Ave (pre24) and SHCG	10.68 SHCG	11.97	11.50	10.6	12.9 SHCG	13.26	14.96	14.74

Bonus Data

Bonus payments were not awarded at either Eastleigh or Southampton College during the pay period reported in this report. The only "bonus" payments made across the group were to Fareham employees and this was largely a result of an incentive previously run at that college for the 'refer a friend scheme'. The only exception to this is a welcome bonus payment made to a female employee who started in the plumbing department during the pay period – considered to be a non-traditional role. This was also an incentive used at Fareham College previously as a strategy to appoint difficult to recruit to roles.

Market Supplements and payment made for additional hours or fixed term uplifts are not considered as bonus payments for the purposes of this report.

Only 18 employees received a bonus payment for the pay period reported for this years' gender pay gap report. Of these 18 employees, 17 were female and 1 was male.

Metric	Percentage Difference
Percentage of male employees who received a bonus	5%
Percentage of female employees who received a bonus	95%
Mean Bonus gender pay gap	+193%
Median Bonus gender pay gap	+150%

SHCG Commitment to Gender Pay Equity

The South Hampshire College Group is committed to making progress towards gender pay equity and implemented a number of actions post-merger to promote the alignment of terms and conditions across the college group, including pay alignment.

Since the three college's merged on 1st August 2023, the following initiatives or actions have been progressed to promote equity in remuneration:

- **Hard to fill roles** - the South Hampshire College Group vision is to Create Better Futures and a fundamental enabler to achieve this vision is to ensure the Group has access to highly skilled, qualified and committed staff. In recognition of Hard to Fill roles, and the various approaches taken by the colleges previously, a full review of the application of Market Supplements across the group has been undertaken to ensure consistency in the methodology used, review of market demand and remuneration value. In August 2024 the college launched a trial to extend the Market Supplement provision across the group, focusing on curriculum areas which had vacancies which had proved difficult to attract candidates to. This Gender Pay Gap report acknowledges the unintended impact the Market Supplement can have on equity in gender pay and the college is committed to reviewing the application of these supplements on an annual basis and remain objective in the assessment of market demands.
- **Pay Progression Policy** - the introduction of an SHCG Pay Progression Policy, which outlines the group's approach to providing equity in how pay progression is applied across all roles within the establishment. This provides increased standardisation and more robust application of pay progression equitably across all employees
- **Data reporting and analysis** - in October 2024, the college launched a new HR information system which will be a centralised source of data for capturing all people related information. This system, paired with an intuitive Data Mart will enable the college to identify and interrogate any inequity in remuneration more frequently and as part of our commitment to a strategic EDI focus.

Future Gender Gap Initiatives 2024/25

In addition to the items mentioned above, there are six additional initiatives SHCG will introduce in 2024/25 to support Gender Pay Gap reduction.

Job Evaluation tool

It is recognised that through three separate colleges merging together, there is a requirement to review the current pay scales and assess whether they are still fit for purpose. A robust and standardised job evaluation system will be sourced to support a full review of the current pay scales, job families and salary assessment process. Timeframe by December 2024.

Robust Spinal Point evaluation tool

Another element of the remuneration strategy will include the development of a robust spinal point evaluation tool to assess where individuals should fall within the job bands based on skills, knowledge and experience regardless of gender. This is of particular import as it will reduce reliance on an individual's ability to negotiate a higher spinal point within a band upon commencement in role or when requesting a salary review (research shows that when negotiating salaries females generally negotiate for a lower starting salary than men)¹. Timeframe by end January 2025

Profiling Women of Success

As part of the SHCG Equity, Diversity and Inclusion policy, we will facilitate a Women of Success Day where we profile our successful women who can tell their story. We will focus on profiling success in attaining senior leadership positions, success in working in non-traditional roles and success in changing career paths. These positive messages will allow our female employees to hear from inspirational role models (this has been shown to increase female participation in career growth - #You Have to See It to Be It)². Timeframe by June 2025.

Recruitment review to remove gender bias

SHCG also commits to the Recruitment team reviewing all aspects of the recruitment process to remove a subconscious gender bias. Timeframe – by March 2024. This will include

- Review of job ads for language which may result in gender bias³
- Review of promotional videos for job vacancies (profile women in non-traditional roles)
- As far as practical, diverse interview panels with mixed gender
- Review of salary negotiations with a view to any gender bias

Flexible Work Guides developed and promoted along with Flexible Work policy

SHCG is aware that flexible work requirements are more often requested and used by women⁴. We are also aware that there can be a financial cost for women who seek to work flexibly as per the article below. Parallel to the promotion of flexible work practices, the People and Culture team will work to minimise financial impact due to flexible work requests made by all employees. Timeframe – by end April 2025

Financial Wellbeing for Women sessions

SHCG will run financial wellbeing sessions for all employees in 2024/25, but we can offer some bespoke sessions specifically for women particularly around the importance of pensions. Data from 2018 – 2020 shows a **35%** gap between uncrystallised non-zero median private pension wealth between men and women around NMPA. ⁵ The workshops will seek to highlight the importance of pension contributions for a safe and happy retirement. Timeframe by end June 2024

Summary

The South Hampshire College Group remains focused and committed to reducing any gender pay gap and the interventions outlined above should go some way to reducing the overall gender pay gap in our organisation.