

# Gender Pay Gap Report 2020

Staff Select Ltd is reporting its Gender Pay gap in line with Government regulations. The information contained in this document has been drawn from our HR system as at 5<sup>th</sup> April 2020. On that date we employed 202 females and 91 males in the company. Due to the COVID-19 pandemic 112 females and 51 males have been excluded from the main part of the analysis, but have been included in the bonus analysis. As with most educational organisations we have a larger proportion of female employees.

The gender pay gap is the difference between the average hourly rate of pay of male and female employees, expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap should not be confused with equal pay, as they are not the same.

Equal pay is when men and women are paid the same for like work. The gender pay gap is the difference between the gross hourly earnings for both men and women across an organisation, irrespective of the gender profile at different levels of the organisation.

## Mean Gender Pay Gap in Hourly

Gender	Relevant Employee Count
Female	90
Male	40
<b>Total</b>	<b>130</b>

Gender	Mean Hourly Rate Pay
Female	£13.43
Male	£13.68
<b>Female Difference</b>	<b>£0.25</b>
<b>Pay Gap %</b>	<b>1.8%</b>

The Mean Pay Gap is the difference between average hourly earnings of male and female colleagues. Following the UK Government's methodology which came into force in April 2017, we are reporting a mean gender pay gap of 1.8%, in favour of males, an improvement of 6% in comparison to our last report published in 2018.

## Median Gender Pay Gap in Hourly Pay

Gender	Median Hourly Rate Pay
Female	£12.84
Male	£13.85
<b>Female Difference</b>	<b>£1.01</b>
<b>Pay Gap %</b>	<b>7.3%</b>

The median represents the middle point of a population. If you separately lined up all the women and all the men in an organisation, the Median Pay Gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man. We are reporting median gender pay gap of 7.3%, in favour of males. According to the Office for National Statistics the median national average for the 2020 Gender Pay gap is 15.5% and the national average for the education sector is 24.6%.

## Gender Pay Gap Analysis

We do not deem that the small variances that exist are gender pay issues and are confident that our male and female employees are paid equally for doing the same role. These variances can be attributed to the higher proportion of females working in the lowest quartile of our workforce (see table below). In each quartile, females have the higher representation, which is reflective of 69% of the workforce being female. The Lower Quartile have one of the greatest representation of females, 73.3%; this is due to the high number of females who are in administrative and support roles.

Quartile	Male %	Female %
Top Quartile (people who earn the most)	20	80
Upper Middle Quartile	37.5	62.5
Lower Middle Quartile	35.2	64.8
Lower Quartile	26.7	73.3

### Gender Bonus Analysis

As part of the gender reporting, we also need to report on bonuses. Staff Select Ltd has reported that the mean bonus score is 98.4% and the median bonus score was 25.0%, both in favour of females.

Bonus schemes are only in operation for some job roles. The bonus schemes that exist vary significantly. Some bonus schemes are paid as percentage of gross annual salary whilst others are specific set values for meeting performance targets.

Gender	Relevant Employee Count
Female	45
Male	32
<b>Total</b>	<b>77</b>

Gender	Mean Bonus Payment
Female	£950.70
Male	£479.28
<b>Female Difference</b>	<b>(£471.42)</b>
<b>Pay Gap %</b>	<b>(98.4 %)</b>

Gender	Median Bonus Payment
Female	£225.00
Male	£180.00
<b>Female Difference</b>	<b>(£45.00)</b>
<b>Pay Gap %</b>	<b>(25.0%)</b>

### Further Actions

We understand that the education sector as a whole generally has a higher female to male workforce ratio and we are no different. Our data shows that we have more females in all roles than we do males. Females are well represented throughout the company. Unless we recruit more males into the lower quartile it is likely that a small gender pay gap will continue to exist.

As a company we are working on the development of a consistent and transparent pay structure for all roles across the business. We are currently conducting a review of our existing pay structure and analysing its effectiveness. We have determined that a change is required in terms of revised salary bandings when benchmarked within the FE sector. We have decided to move forward with a more streamlined salary banding structure. This approach allows us to provide a fair and transparent process to our employees.

We will continue to monitor the gender imbalance in the lowest quartile. However, as an equal opportunities employer, we firmly believe in appointing the best candidate for the role, regardless of their gender or other factors. However, we will explore how we can attract more males to apply for employment with the company in order to create a more even gender balance in particularly at the lowest level.