

Scotland's Rural College (SRUC)

Gender Pay Gap Report 2023

Reporting Date 5 April 2023 as Reported by 4 April 2024

The following information relates to the gender pay gap position within SRUC as of April 2023. The detail required by the Equality Act 2010 includes:

- mean gender pay gap in hourly pay.
- median gender pay gap in hourly pay.
- proportion of males and females receiving a bonus payment (none – see below)
- proportion of males and females in each pay quartile

As noted, there is provision for publishing “mean and median bonus gender pay gaps,” however SRUC do not pay employee bonuses.

The figures are calculated according to the relevant Government formulae considering deductions from salary through salary sacrifice to reach an hourly rate for every employee. The government/ national calculation methods show the following results for SRUC as at 05 April 2023.

Mean Hourly Rate (Male)	£22.95
Mean Hourly Rate (Female)	£19.47
Mean Gender Pay Gap %	15.2%
Median Hourly Rate (Male)	£21.73
Median Hourly Rate (Female)	£17.86
Median Gender Pay Gap %	17.8%

The gender pay gap in the UK has been declining slowly over time; over the last decade it has fallen by approximately a quarter among all employees. The latest available figures are for 2023 (Office of National Statistics Annual Survey of Hours and Earnings) which report the median gender pay gap among all employees was 14.3% and remains below levels seen in 2019 (17.4%).

Under the legislation we are also required to publish the proportion of males and females in each pay quartile (as defined by HMG). These are as follows:

2023 Distribution	Male (%)	Female (%)
Lower Quartile	30.1	69.9
Lower Middle Quartile	30.9	69.1
Upper Middle Quartile	43.6	56.4
Upper Quartile	54.2	45.8

This distribution, with women being the significant majority of all quartiles other than the upper quartile, is a major contributor to the overall gender pay gaps that exist.

Progress

As can be seen from the table below while both our Mean and Median Gender Pay Gaps have reported a narrow increase to 2022 it remains below levels seen in 2019 in line with the UK.

	2023	2022	2021	2020	2019
Mean Hourly Rate (Male)	£22.95	£21.73	£20.65	£19.77	£18.91
Mean Hourly Rate (Female)	£19.47	£18.53	£17.25	£16.25	£15.14
Mean Gender Pay Gap %	15.2%	14.8%	16.4%	18.0%	18.3%
Median Hourly Rate (Male)	£21.73	£20.17	£19.36	£18.80	£17.90
Median Hourly Rate (Female)	£17.86	£16.91	£15.47	£14.34	£13.45
Median Gender Pay Gap %	17.8%	16.2%	20.1%	23.7%	24.9%

Overall, in the reporting periods 2019 to 2023 the mean gender pay gap has narrowed by **3.1%** and the median gender pay gap by **7.1%**. The median gender pay gap is in line with that of Higher Education nationally.

In line with the information above when the gender pay gap is captured by division, while we can see improvement across Academic and Commercial on the pay gap in Professional Services this has widened. The following is noted:

- The Executive Leadership Team posts previously sat across the divisions and are now all in professional services.
- We employ a team of student ambassadors who come under professional services. The number of post holders has increased from 28 to 40 and 70% of the 40 are female. This impacts both the lower quartile gender split, and the overall professional services pay gap.
- While the overall trajectory in Commercial is positive, SAC Consulting Solutions has a mean pay gap of 25.5% and a median pay gap of 31.2%.

Academic	2023		2022		2020		2019	
	Mean Hourly Rates	Median Hourly Rates	Mean Hourly Rates	Median Hourly Rates	Mean Hourly Rates	Median Hourly Rates	Mean Hourly Rates	Median Hourly Rates
Male	£23.39	£22.73	£22.47	£21.18	£21.47	£20.31	£19.54	£19.16
Female	£19.97	£19.35	£19.03	£18.75	£17.95	£17.27	£16.91	£15.02
Difference	£3.42	£3.38	£3.43	£2.43	£3.52	£3.04	£2.63	£4.14
Gap	14.6%	14.9%	15.3%	11.5%	16.4%	15.0%	13.5%	21.6%

Commercial	2023		2022		2020		2019	
	Mean Hourly Rates	Median Hourly Rates	Mean Hourly Rates	Median Hourly Rates	Mean Hourly Rates	Median Hourly Rates	Mean Hourly Rates	Median Hourly Rates
Male	£21.65	£20.11	£20.31	£18.73	£19.47	£17.98	£19.98	£18.31
Female	£18.70	£17.15	£17.15	£15.49	£16.11	£14.77	£15.38	£13.76
Difference	£2.95	£2.96	£3.16	£3.24	£3.36	£3.21	£4.60	£4.54
Gap	13.6%	£14.7%	15.6%	17.3%	17.3%	17.8%	23.0%	24.8%

Professional Services	2023		2022		2020		2019	
	Mean Hourly Rates	Median Hourly Rates	Mean Hourly Rates	Median Hourly Rates	Mean Hourly Rates	Median Hourly Rates	Mean Hourly Rates	Median Hourly Rates
Male	£23.44	£20.25	£21.51	£18.31	£19.81	£17.49	£20.33	£18.35
Female	£18.38	£16.58	£17.92	£15.59	£15.48	£14.42	£14.28	£12.28
Difference	£5.06	£3.67	£3.58	£2.71	£4.34	£3.07	£6.05	£6.06
Gap	21.6%	18.1%	16.6%	14.8%	21.9%	17.5%	29.8%	33.1%

The position with the gender distribution across the quartiles is less clear cut.

	2023 (%)		2022 (%)		2021 (%)		2020 (%)		2019 (%)	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Lower Quartile	30.1	69.9	32.2	67.8	27.7	72.3	31.3	68.7	32.7	67.3
Lower Middle Quartile	30.9	69.1	34.6	65.4	36.7	63.3	32.2	67.8	31.0	69.0
Upper Middle Quartile	43.6	56.4	42.7	57.3	41.5	58.5	44.4	55.6	47.6	52.4
Upper Quartile	54.2	45.8	52.8	47.2	53.4	46.6	53.9	46.1	55.0	45.0

- The distribution gap in the lower quartile has widened slightly but is still down on the peak difference recorded in 2021.
- The distribution gap in the upper middle quartile has narrowed however the balance of women in the majority has remained since 2019.
- The distribution gap in the upper quartile has widened slightly for the first time since 2019 this is still overall narrower than was the position in 2019 and while men remain in the majority this is the narrowest margin in comparison to the other quartiles.

Action

The organisation is committed to creating an environment where everyone can thrive, contribute, and succeed. We have over recent years worked towards addressing gender imbalance in the organisation and this will continue through:

- Our commitment to the Athena Swan Charter which aims to address instances of gender imbalance (male and female). Through the development and implementation of a gender focused action plan support will be put in place to develop women's careers and thereby address the imbalance in the distribution of gender across the quartiles – a major contributor to our gender pay gap. Athena Swan now works on an institutional basis; therefore, the action plan being developed will have institutional reach and impact, rather than the previous Academic focus.
- Most of our academic professors specialise in research. To support colleague in teaching to access promotion up to and including professorship the academic division have run workshops across the institution to support colleagues to access and apply for promotion. This should allow more female staff to successfully access academic promotion.
- A further analysis will be undertaken in commercial to identify what positive actions can be taken to decrease the pay gap in SAC Commercial Solutions.
- The active consideration of gender in our recruitment practice. In recent years this has resulted in senior appointments to the academic leadership team and more recently the executive leadership team make considerable progress towards a gender balance. Going forward this work, (which will form part of our Athena Swan action plan and Equalities Outcomes) will see a focus on increasing the diversity of our applicant pool. The consideration of the impact of unconscious bias will be expanded to cover job particulars and other associated recruitment materials using the tools available with the aim for initial advertising of roles to become bias neutral. Regular recruitment application analysis will be conducted to establish the impact of these measures and to identify specific issues or areas requiring positive action.
- Our accreditation as a Scottish Living Wage employer. The SLW hourly rate is widely recognised as a key factor in addressing low pay and in reducing gender pay gap issues (particularly in the Lower Quartile range).
- Our commitment to a comprehensive pay and grading review underpinned by an analytical job evaluation process, to implement an equality proofed, sector comparable pay structure. Related to this a comprehensive review of SRUC terms and conditions of employment is currently ongoing to identify a set of modern, fit for purpose, terms and conditions that will support further progress in reducing our gender pay gaps. We currently operate within a set of pay principles regarding pay on appointment and our pay negotiations are undertaken and agreed with our recognised trade unions and offer regular opportunity for review.

- In the past 12 months SRUC's suite of lifestyle policies has been reviewed and relaunched within a framework to enhance awareness including management operational guidance and the opportunity for all staff to attend an HR drop-in session to discuss these policies. SRUC operates hybrid and flexible working across the institution.
- A reorganisation of the Executive Leadership Team has taken place in the fiscal year 2023/24. This has resulted in the removal of three posts to streamline and refocus the team. The impact of this on the gender distribution of the upper quartile and the overall pay gap should start to be realised in the April 2024 reporting data.
- Work is ongoing to develop and implement a new HRIS, which will allow for more robust reporting mechanisms. This will facilitate further analysis of our data to fully understand the gender and other intersectional pay gaps. In advance of the HRIS launch, work will be undertaken to establish baseline data to identify the intersectional pay gap at a divisional level.
- The People and Organisational Development Strategy 2023 – 2027, is focused on employee experience and includes management programmes targeted to upskill the development of our middle leaders and career development/progression to ensure all staff have access to the tools and support to enable them to progress their careers.

Copies in alternative formats and community languages will be made available on request.

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