

Gender Pay Gap 2022-23

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 2023**, 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 2022 to 31st March 2023**, 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 2023) who is receiving normal pay.

Relevant employee: An employee at the snapshot date (31st March 2023) 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 **276 men** and **518 women** classed as full pay relevant employees. Some employees have identified as non-binary so are not reflected in this data.

	2018/19	2019/20	2020/21	2021/22	2022/23
Mean Gender Pay Gap	14.9%	13.8%	13.2%	16.1%	14.6%
Median Gender Pay Gap	27.1%	27.1%	26.5%	22.7%	17.3%

The data shows our gender pay gap, based on mean (average) hourly salary, is **14.6% lower** for women, and the median hourly salary is **17.3% lower** for women across the organisation. This is a **1.5% decrease** in our mean gender pay gap in compared to 2022.

Quartile breakdown in the period 1st April 2022 – 31st March 2023

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	91	45.7%	108	54.3%
Upper middle quarter	83	41.9%	115	58.1%
Lower middle quarter	62	31.3%	136	68.7%
Lower quarter	40	20.1%	159	79.9%

Bonus Payments in the period 1st April 2022 to 31st March 2023

Bonus pay was assessed for the 12 months prior to the snapshot date our ‘relevant employees’. This consisted of **320 men** and **615 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

- One-off Pay Award to all employees in early 2023
- Backdated pay increase effective August 2022, paid in 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	15.1%
Median Bonus Pay Gap	16.8%
Number of male employees who received a “bonus”	255
Proportion of all male employees who received a “bonus”	79.7%
Number of female employees who received a “bonus”	480
Proportion of all female employees who received a “bonus”	78%

The RNN Group’s bonus pay gap will fluctuate 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. Also, with refinements to GPG guidance and our processes, some data previously reported as bonus pay is now included in our main pay gap figures instead.

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