

SCRA Gender

Pay Gap Report

March 2021



SCOTTISH
CHILDREN'S REPORTER
ADMINISTRATION



Scottish Children's Reporter Administration

Gender Pay Gap Report – 2021

1. Introduction

The Gender Pay Gap (GPG) is a measure of the difference between women and men's average earnings across an organisation. The Scottish Children's Reporter Administration (SCRA) is required by law to publish an annual GPG report and this is the fourth year that SCRA has reported on their gender pay gap.

The GPG data supplied is correct for all SCRA staff in post on 31 March 2020 (the snapshot date for the purpose of GPG reporting). The calculations are based on standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Each metric is presented as a percentage figure and shows the pay gap between female and male staff in SCRA. The metrics set out in the Regulations, relevant to SCRA, are:

- the difference in the mean hourly rate of pay between female and male full pay relevant staff;
- the difference in the median hourly rate of pay between female and male full pay relevant staff;
- the proportions of female and male full pay relevant staff in each of the four quartile pay bands.

Gender pay is different to equal pay, which is a legislative act to prevent pay discrimination between female and male staff performing the same or similar work. SCRA is fully compliant with equal pay legislation and publishes an Equal Pay Statement every 4 years.

In addition to publishing the Gender Pay Gap information, SCRA also publishes pay gap information in relation to Ethnicity and Disability, Age, Full-time & Part-time and Grade.

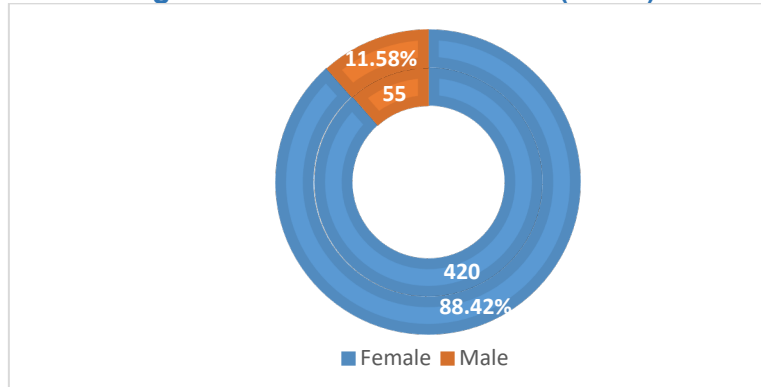
2. SCRA Workforce

The number of SCRA staff in post on 31 March 2020 was 488. Of the 488 staff in post, 13 individuals were excluded from the calculations in line with official guidance as these staff would not reflect a true hourly rate as part of the gender pay gap analysis. The exclusions were:

- 13 individuals who were excluded due to sickness, maternity and/or due to part month calculations for New Starts and Leavers

Therefore the number of SCRA staff included in the pay gap calculations are 475 and of this number, 88.42% were female and 11.58% were male (see Figure A).

Figure A - Total relevant staff (n 488)

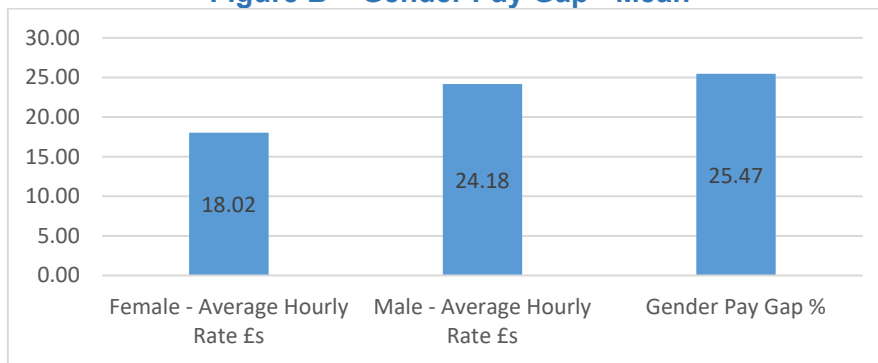


3. SCRA Gender Pay Results

a) Mean and Median Pay Gap

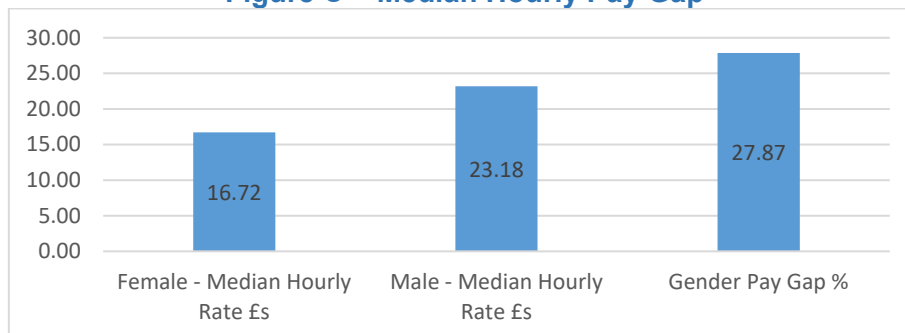
Mean pay is defined as the sum of all values divided by the number of relevant staff. The mean pay gap is the difference between average hourly earnings of female and male staff. The average hourly rate for a female was £18.02. For a male, the rate was £24.18. SCRA has a **Mean** gender pay gap of 25.47% (Figure B).

Figure B – Gender Pay Gap - Mean



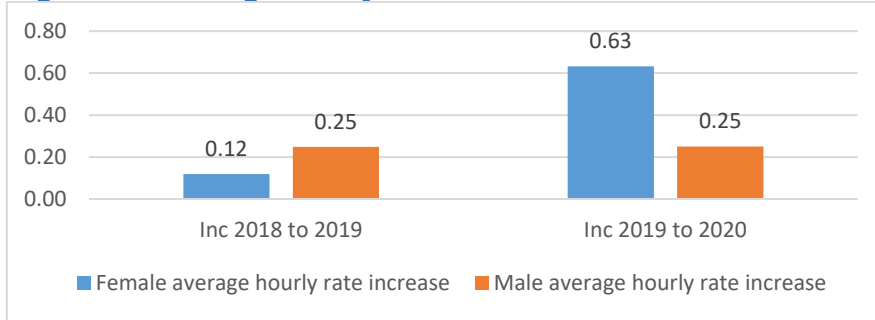
Median is defined as the middle value in the list of amounts when in ascending order. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of female and male staff. The median hourly rate for female staff was £16.72 and for male staff was £23.18, resulting in a **Median** gender pay gap of 27.87% (Figure C).

Figure C – Median Hourly Pay Gap



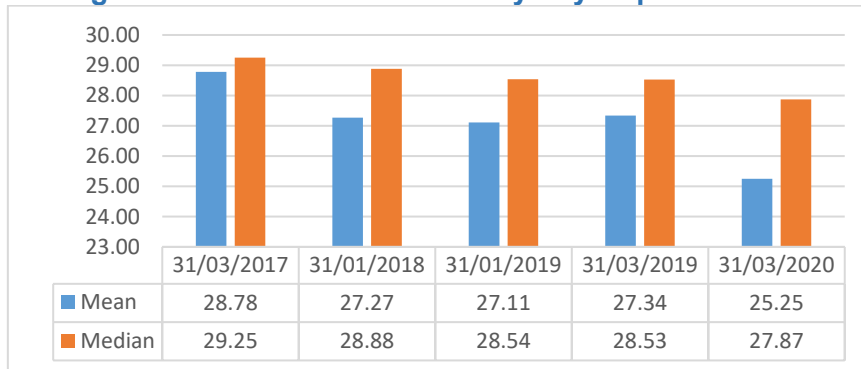
In 2020 there has been a reduction in the Mean Pay Gap of 2.09% as compared with 2019 figures. This is due to a higher increase in the female average hourly rate compared to the male average hourly rate as reflected in Figure D.

Figure D – Average Hourly Rate Increases 2018-19 and 2019-20



SCRA has been reporting the mean and median pay gap since 2017(see Figure E). The trend for these figures shows that there have been some reductions over the reporting period with the largest % reduction this year. However, the pay gap overall remains high. Compared with the Office of National Statistics (ONS) 2020 Gender Pay Gap figures, SCRA’s median figure is 12.07% higher (11.73% in 2019) and SCRA’s mean figure is 10.97% higher than the median and mean respectively across the UK public sector staff.

Figure E – Mean & Median Hourly Pay Gap 2017 - 2020



SCRA does not award bonus payments therefore we are not able to report a bonus gender pay gap as defined in the Regulations.

b) Pay Gap Analysis by Grade

Analysis of our data by grade highlights that while the pay gap by grade is within acceptable limits, as outlined in in Figure F.

Figure F – Gender Pay Gap by Grade using Mean

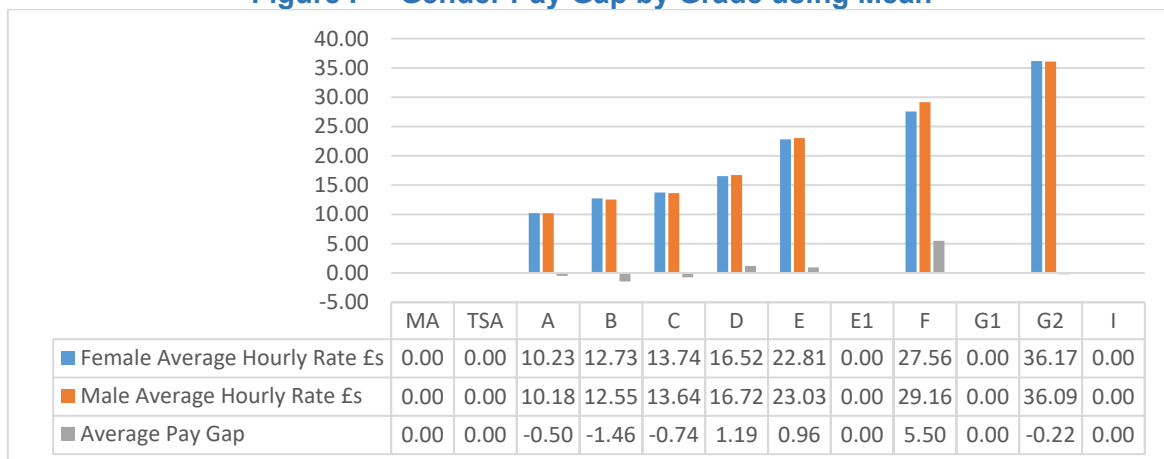


Figure F shows that the pay gap at G2 grade is slightly in favour of female staff at -0.22%. Over a 4 year period the pay gap in this grade has reduced from 5.13% to -0.22% and reflects the increased female presence at EMT level – 43% female and 57% male members of staff.

Figure F also shows that the F Grade mean pay gap at 5.5%, is an increase of 3.37% compared to 31st January 2019. This in part reflects an increase in female appointments at this grade of 7 (net 4 fte), in the period to 31st March 2020 and that these staff were appointed at the lower points of the scale in line with policy.

For the majority of the remaining grades the changes compared to last year were up to +/- 1.2%. The largest change was at C grade +3.1% taking the pay gap to -0.74% although there are only 8 members of staff.

However the mix across the grades continues to reflect proportionately higher numbers of female staff in the A to D Support grades which continues to have a significant impact on SCRA’s overall pay gap.

Figure G – Gender Pay Gap by Grade using Mean

	Manager (F to I Grade)	Professional (E, E1 & non managerial F Grades)	Support (A to D Grades)
Female	62.26%	86.71%	95.18%
Male	37.74%	13.29%	4.82%

c) Pay Gap Analysis by Part-time and Full Time

Comparing the mean hourly rate and pay gap for part-time and full-time staff (Figure H), as well as the distribution of male and female, full and part time staff across the grades (Figure I) shows that the mean pay gap for full-time staff is 30% higher than for part-time staff. This could be explained in part by the graph at Figure I where the distribution of full-time male staff across the grades is concentrated at Grade E and F. It should be noted that there are only 6 male staff on a part-time contract across the organisation which is likely to be a factor in the lower mean pay gap for part-time staff.

Figure H - Gender Pay Gap - Full Time vs Part Time (Mean)

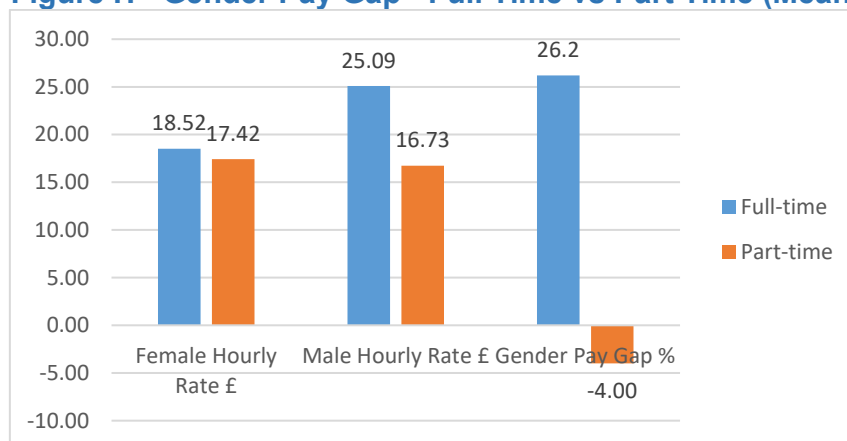
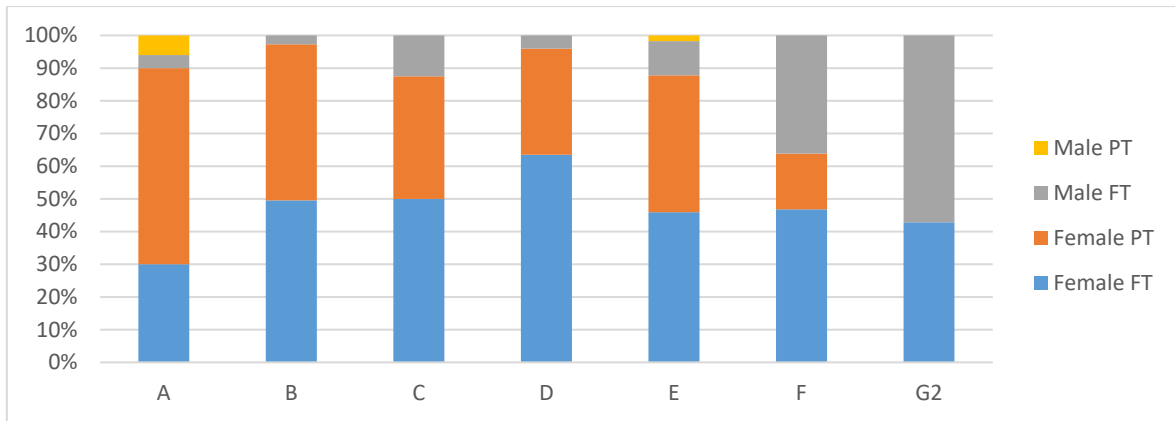


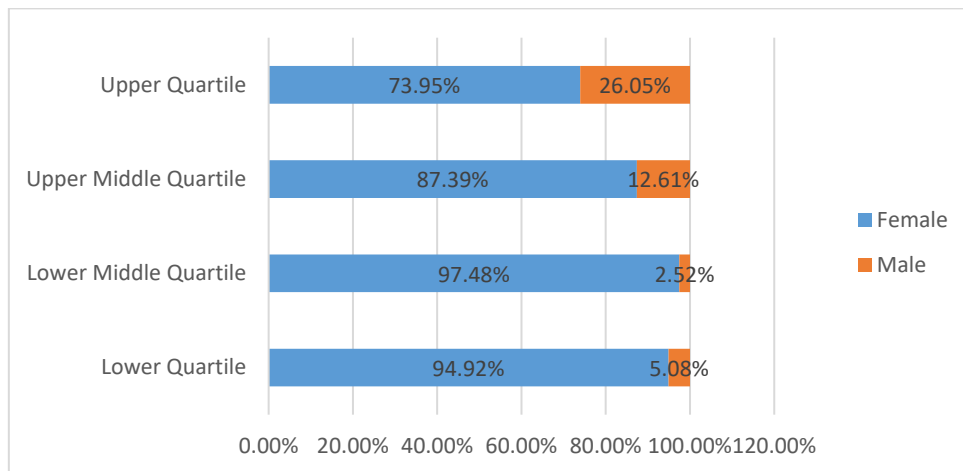
Figure I - Distribution of Male & Female Staff by Grade, Full Time & Part Time Hours



d) SCRA Pay Quartiles

Quartile pay bands are achieved by dividing the SCRA workforce into four equal parts, sorting the hourly rates by lowest rate to highest rate and recording the number of female and male staff in each quartile as a percentage figure (see Figure J). The percentages of females and males in each quartile illustrate the ratio of females to males according to their hourly rate of pay.

Figure J – Gender Distribution by Quartile



This information further illustrates the impact the male/female distribution in the lower quartiles with lower hourly rates has on the SCRA Pay Gap.

e) Pay Gap Analysis by Age

Figures K below shows the mean pay gap by age band. This data shows an improvement in the pay gap across all age ranges, with 18 – 30 age range showing a 12.94% increase in favour of female staff. The highest mean pay gap continues to be shown in age band 51 to 60 although this has reduced by 0.4% compared with 2019 figures. This age band accounts for 34% of SCRA staff with a further 29.26% in the 41 – 50 age range.

Figure K – Mean Pay Gap by Age



Analysis of ONS statistics undertaken by Rest Less, a job site for people over 50, shows, that full-time workers over 50 are most affected by the Gender Pay Gap with salary differences reaching almost 25%. Within SCRA the mean Pay Gap for full-time staff aged over 60 is 51.65% and for staff aged 51 to 60, it is 32.98%.

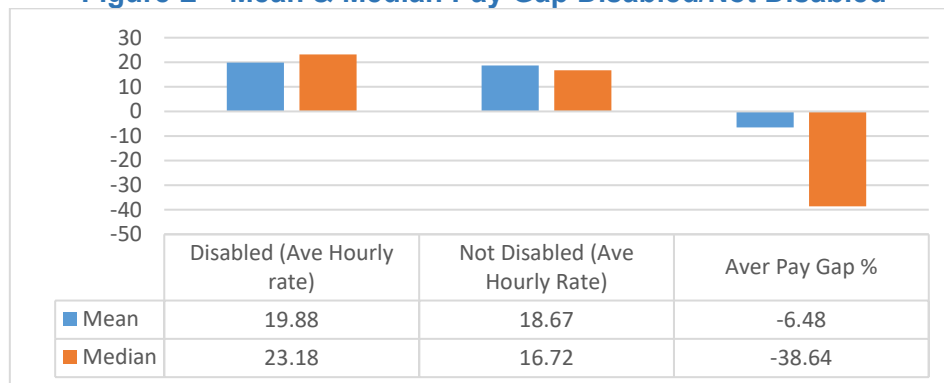
This underpins the continued importance of SCRA’s Women into Leadership programme and further exploration of shadowing and mentoring options to provide career support for women across grades and age bands to increase opportunities.

f) Pay Gap Analysis by Disability

SCRA’s disability gap measures the differences in average hourly rate between those staff who have declared a disability and those who have not or chosen not to declare. SCRA’s overall disability gap (mean) is -6.48% which is an increase of 4.23% in favour of those with a declared disability.

Figure L shows both the mean and median gender pay gap as it relates to staff reporting a disability. The number of staff reporting a disability on the e-hr system is 24 compared with 26 at the 2019 snapshot date. Over 54% of staff reporting a disability are in Grade E and above compared with 47% of those not reporting a disability which in particular reflects the high median pay gap.

Figure L – Mean & Median Pay Gap Disabled/Not Disabled



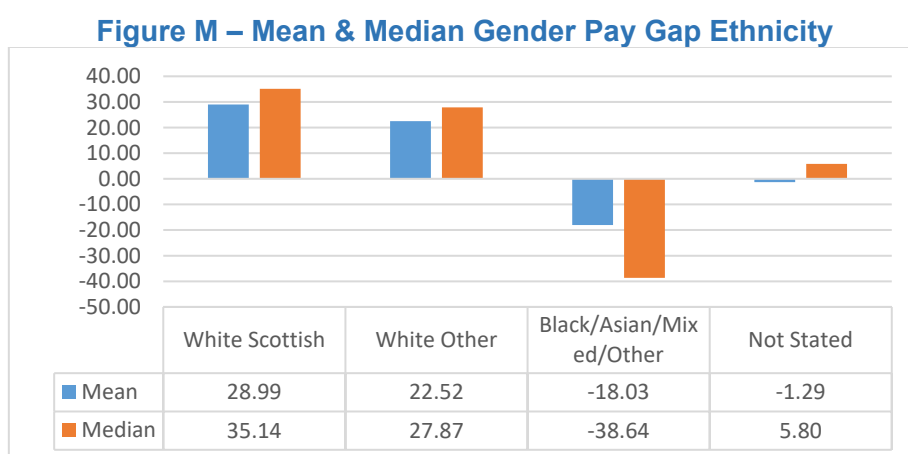
SCRA remains committed to supporting and retaining staff with a disability, through implementing reasonable adjustments, our Disability Leave Policy and a long term investment in occupational health and support. SCRA is a Disability Confident Employer and is working towards the Disability Confident Leader award.

g) Pay Gap Analysis by Ethnicity

SCRA’s ethnicity gap measures the differences in average hourly rate between those staff who have declared their ethnicity as BME and those who have not. SCRA’s overall ethnicity gap (mean) is -4.01%. This is an increase in favour of those with a declared ethnicity of BME of 1.39%.

The percentage of staff who have declared their ethnicity as BME is 2.32%, with 74% of staff recording their ethnicity. However this data continues to highlight an under representation of staff with a declared ethnicity across the staff group and in particular at professional and management grades.

Figure M further details the gender pay gap across all reported ethnicities held within the e-hr system, both in mean and median calculations. This shows that the pay gap for BME staff is in favour of women, although 90% of these staff are female.



SCRA’s strategies including our new Recruitment & Selection Policy, aim to increase the diversity of our workforce to better reflects Scotland’s diverse population and we acknowledge that this will take some time.

6. Understanding the SCRA Gender Pay Gap

SCRA’s pay gap at 25.25 (mean) and 27.87 (Median) are at the lowest level since over the last 4 years of reporting, as outlined in Figure D on Page 3, replicated in the table below.

	31/03/2017	31/01/2018	31/01/2019	31/03/2019	31/03/2020
Mean	28.78	27.27	27.11	27.34	25.25
Median	29.25	28.88	28.54	28.53	27.87

SCRA’s pay gap at grade level remains within acceptable limits with improvements seen at Executive Management level. SCRA Inclusion and Diversity activities which have been embedded and have contributed to reduction in the pay gap include:

- Women into Leadership Network,
- visibility of flexible working options at all levels,
- developing of a Shadowing and Mentoring Scheme,
- access to development opportunities such as Professional Manager Award,
- Women into Leadership Conference,
- SCRA's Succession Plan
- unconscious bias training
- Inclusion Ambassadors

Have all contributed to this improving Gender Pay Gap picture, particularly at a senior level.

SCRA also continues to show progress with regard to disability and ethnicity pay gaps where we compare those with a declared disability or BME ethnicity. Although the percentage of staff within these groups is small, SCRA continues to encourage staff to update their personal information in recognition of the contribution this data makes to the development of recruitment, development and staff progression policies and action plans.

As previously reported in 2019, and as underlined by the data again this year, the shape of the workforce particularly in relation to gender distribution across our grades is a major contributory factor to our current pay gap. SCRA recognises that a more equal gender mix in the A to D grades, currently 95.18% female and 4.82% males would be required to significantly change the pay gap. However we also recognise the opportunities afforded to and contribution made by staff in this group.

The gender pay gaps within the upper age bands, 51 – 60 and 60+ remains high, particularly for full-time staff within these grades. While this mirrors the national picture, it is recommended that the Equalities Network and our People Strategy, further focus on our Women into Leadership Action plan, aim to increase the age and gender diversity within A to D grades and as well as advise on development programmes to support recruitment and promotion within these grades.

7. SCRA Gender Pay Gap Recommended Actions

It is recommended that the following actions are included in SCRA's Equalities Outcomes 2021/22 in response to this analysis of the Gender Pay Gap.

- We will conduct an internal awareness raising campaign to encourage staff to record their protected characteristics data on their eHR file to enable us to identify areas of under-representation in our workforce to better target future recruitment campaigns which would include promoting SCRA as a flexible working employer.
- We will analyse applicants for all posts across the protected characteristics to further understand the diversity issues within each grades to inform what further actions we could take to increase diversity.
- With the introduction e-recruitment we will track career progression of successful candidates against protected characteristic to identify areas of positive action.

It is also recommended that SCRA continues to support those areas embedded in our processes which can positively contribute to improving our Gender Pay Gap.

- We will continue to provide managers with regular training on unconscious bias and recruitment training, to support managers develop and maintain their recruitment skills ensuring inclusion is at the heart of the recruitment process
- We will continue to develop and support the Women into Leadership Network
- As part of our Succession Plan, we will provide mentoring and career support for women across grades and age bands to increase opportunities and support career paths as well as develop a learning and development programme to support the career development and progression for Support staff with a particular focus on Assistant Reporter succession.

8. Declaration

I, Neil Hunter, Chief Executive, Scottish Children's Reporter Administration, confirm that the information in this statement has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and is accurate.