



SCOTTISH CHILDREN'S REPORTERS ADMINISTRATION



GENDER PAY GAP

2022

Scottish Children's Reporter Administration

Gender Pay Gap Report – 2022

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 Reporters Administration (SCRA) is required by law to publish an annual GPG report and this is the sixth 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 2022 (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.

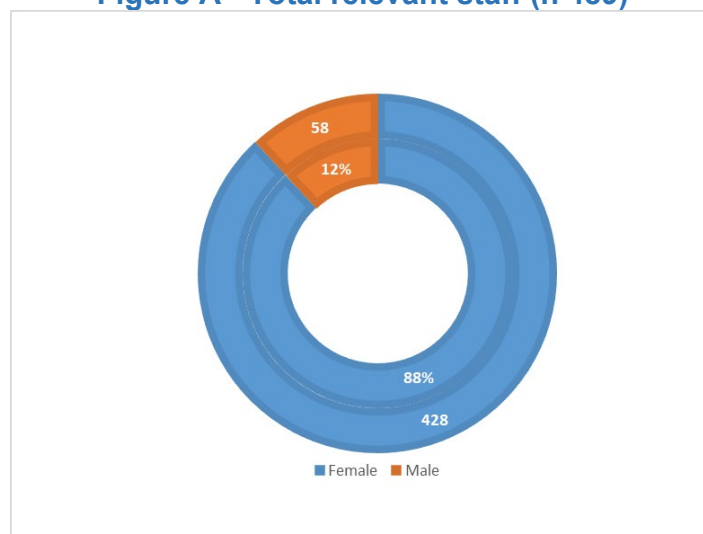
2. SCRA Workforce

The number of SCRA staff in post on 31 March 2022 was 514. Of the 514 staff in post, 28 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:

- 28 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 486 and of this number, 88% were female and 12% were male (see Figure A).

Figure A - Total relevant staff (n 489)

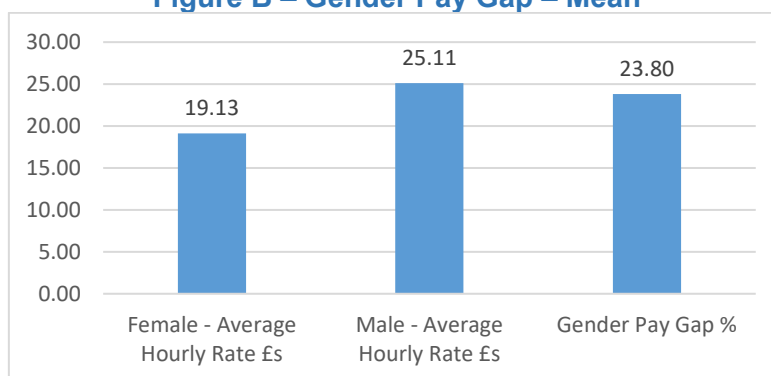


3. SCRA Gender Pay Results

a) Mean and Median Pay Gap

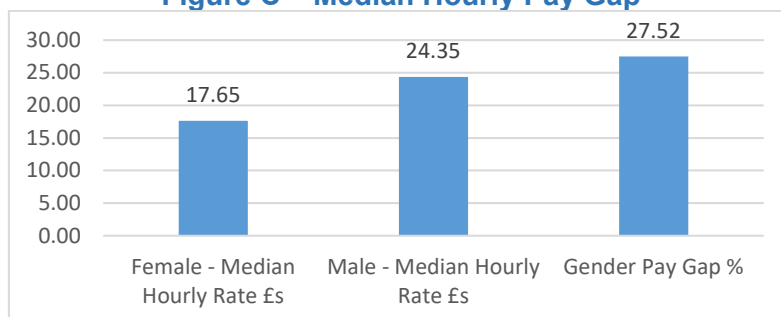
Mean pay is defined as the sum of all values divided by the number of relevant staff. The mean pay gap is the difference between average hourly earnings of female and male staff. The average hourly rate for a female was £19.13. For a male, the rate was £25.11. SCRA has a **Mean** gender pay gap of 23.80% (Figure B).

Figure B – Gender Pay Gap – Mean



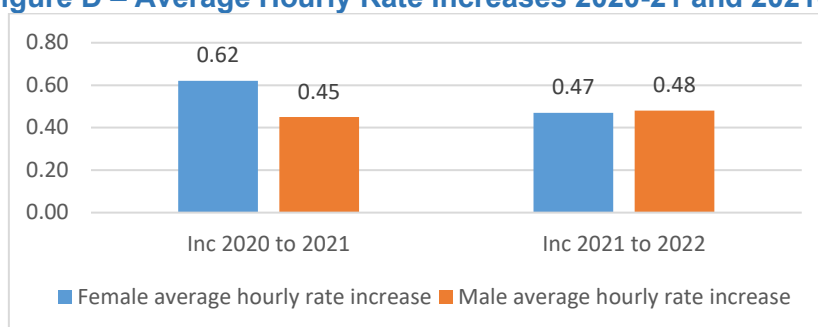
Median is defined as the middle value in the list of amounts when in ascending order. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of female and male staff. The median hourly rate for female staff was £17.65 and for male staff was £24.35, resulting in a **Median** gender pay gap of 27.52% (Figure C).

Figure C – Median Hourly Pay Gap



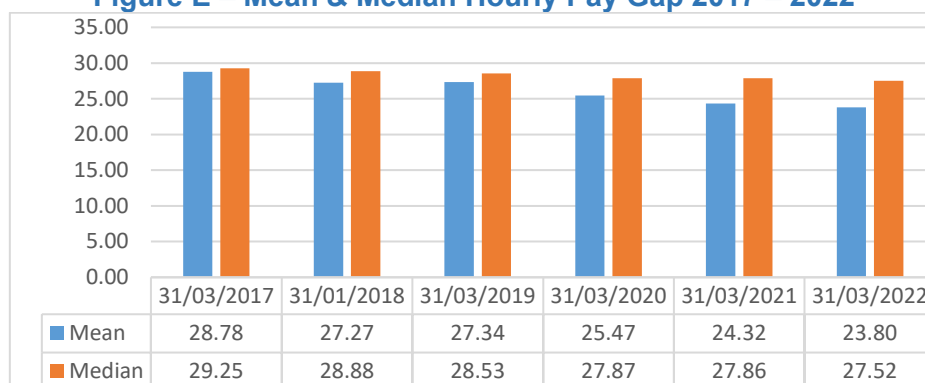
In 2022 there has been a reduction in the Mean Pay Gap of 0.52% and a reduction in the Median Pay Gap of 0.34% as compared with 2021 figures. This is due to a more equal increases in the female and male average hourly rates in 2022 as reflected in Figure D.

Figure D – Average Hourly Rate Increases 2020-21 and 2021-22



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 a further reduction of 0.52% this year. However, the pay gap overall remains high. Compared with the Office of National Statistics (ONS) 2021 Gender Pay Gap figures, SCRA's median figure is 11.62% higher and SCRA's mean figure is 10.2% higher than the median and mean respectively across the UK public sector staff. The overall ONS figures show a decrease in the pay gap for all employees across all sectors from 15.4% to 13.9%. It should be noted that SCRA continues to reduce its pay gap over the same period.

Figure E – Mean & Median Hourly Pay Gap 2017 – 2022



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 the pay gap by grade is within acceptable limits, as outlined in Figure F.

Figure F – Gender Pay Gap by Grade using Mean

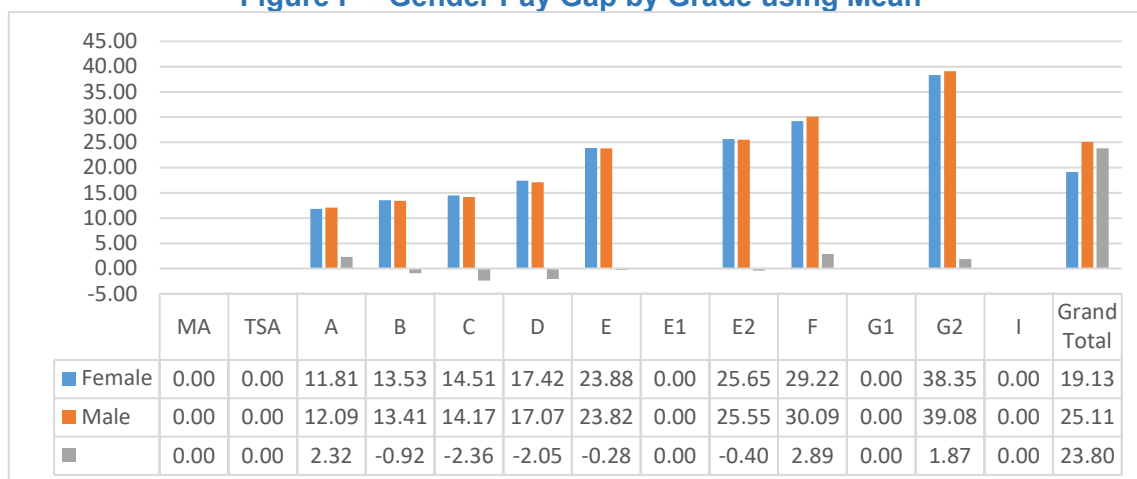


Figure F shows that the pay gap at G2 grade is 1.87% which is a decrease of 0.26% compared with 2021.

Figure F also shows that the F Grade mean pay gap at 2.89% is a decrease of 1.01% compared to March 2021. This in part reflects the net increase in female appointments at this grade, 2 fte, in the period to 31st March 2022 and that these staff were appointed at the lower points of the scale in line with policy.

For the majority of the remaining grades all pay gaps were in favour of female staff and ranged from -2.36% to -0.28%, with the exception of A grade which was marginally in favour of male staff reflecting that new staff in the grade were female.

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

Figure G – Gender by Grade Categories

	Manager (F to I Grade)	Professional (E, E1 & non managerial F Grades)	Support (A to D Grades)
Female	60.00%	86.74%	93.85%
Male	40.00%	13.26%	6.15%

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 11.74% higher than for part-time staff. This is a reduction compared to 2021, however this is reflected in an increase in the number of males in part-time roles in the higher paid grades. This could also be explained in part by the graph at Figure I where the distribution of full-time male staff across the grades is concentrated in the Professional and Managerial roles. It should be noted that there are 8 male staff on part-time contracts 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)

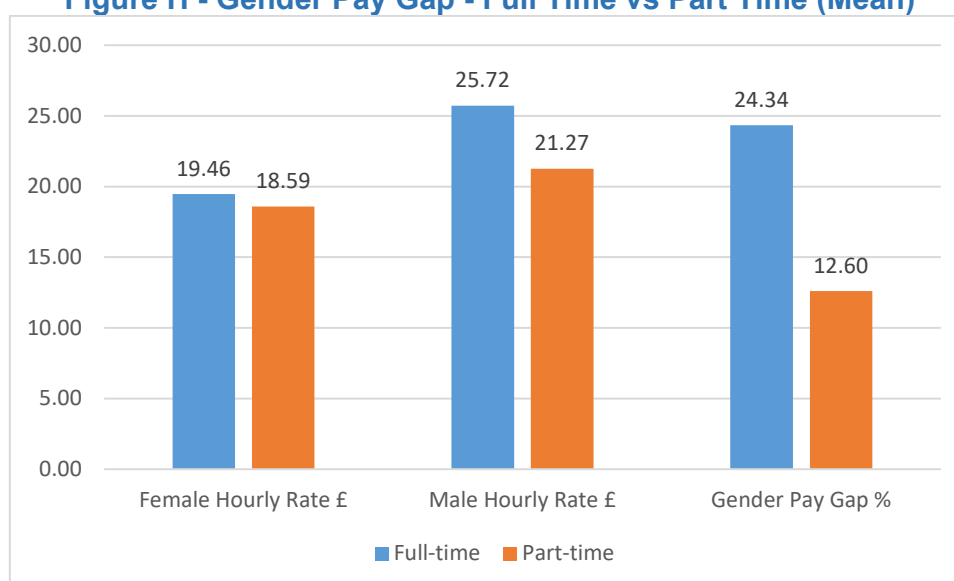
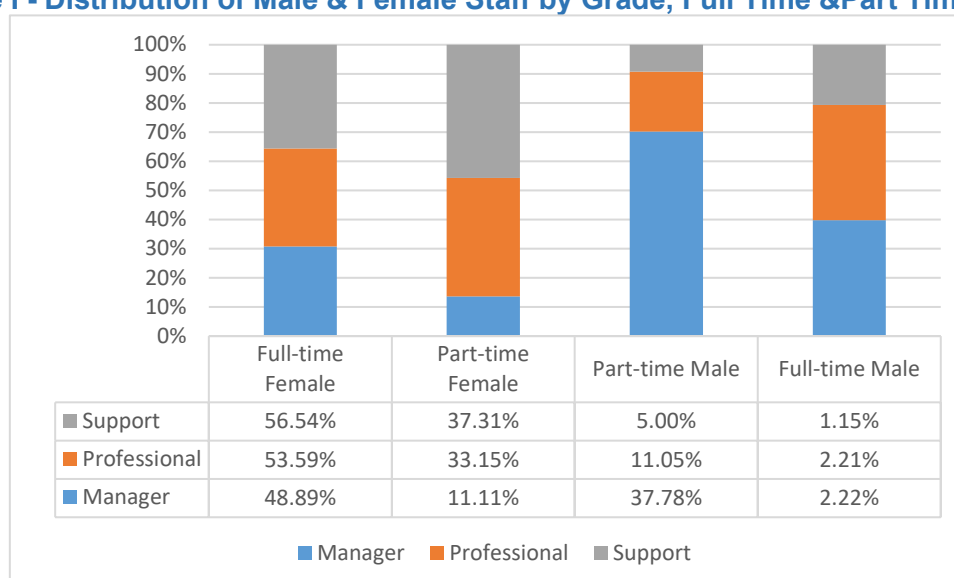


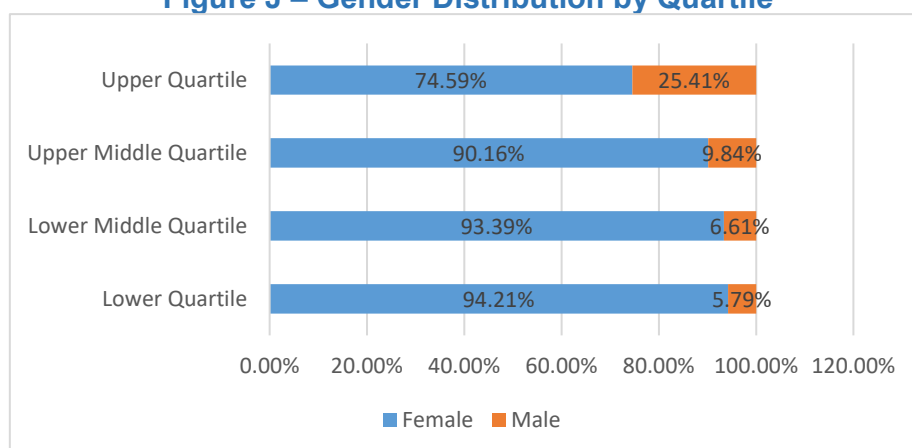
Figure I - Distribution of Male & Female Staff by Grade, Full Time & Part Time Hours



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. These figures show a 2.66% increase in female staff in the upper middle quartile in 2022 and an increase of 0.79% male staff in the lower quartile.

Figure J – Gender Distribution by Quartile

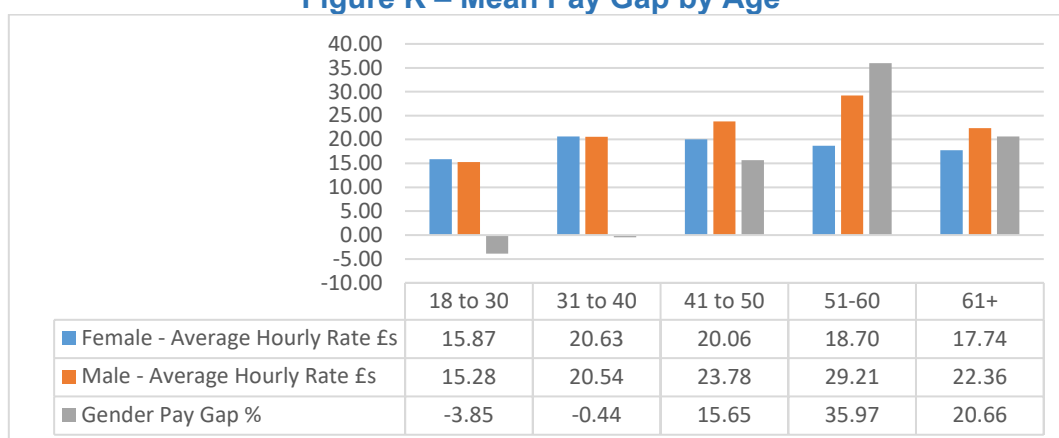


This information further illustrates the impact the male/female distribution in the lower quartiles with lower hourly rates has on the SCRA Pay Gap.

e) Pay Gap Analysis by Age

Figures K below shows the mean pay gap by age band. This data shows a continued improvement in the pay gap across all age ranges, with 18 – 30, 31 – 40 and 61+ age ranges which are marginally in favour of female staff. The 41 – 50 age band shows a decrease on the pay gap of 8.53% compared with 2021. The highest mean pay gap continues to be shown in age band 51 to 60 with a decrease of 0.44% compared with 2021. This age band accounts for 32.92% of SCRA staff with a further 27.98% in the 41 – 50 age range.

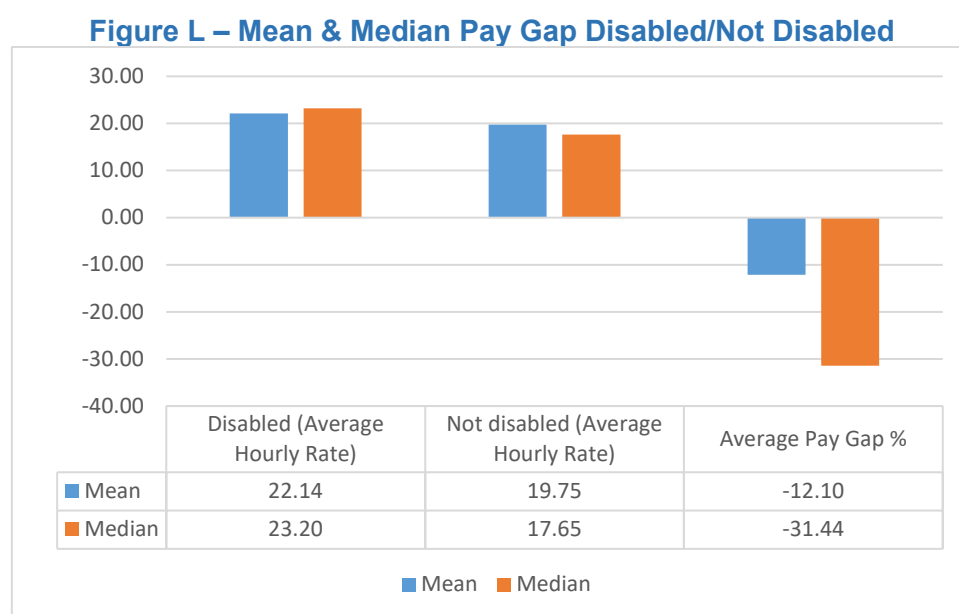
Figure K – Mean Pay Gap by Age



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 -12.1% which is an increase of 2.92% 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 19 compared with 21 at the 2021 snapshot date. Over 58% of staff reporting a disability are in Grade E and above compared with 42% of those not reporting a disability which in particular reflects the high median pay gap.



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.

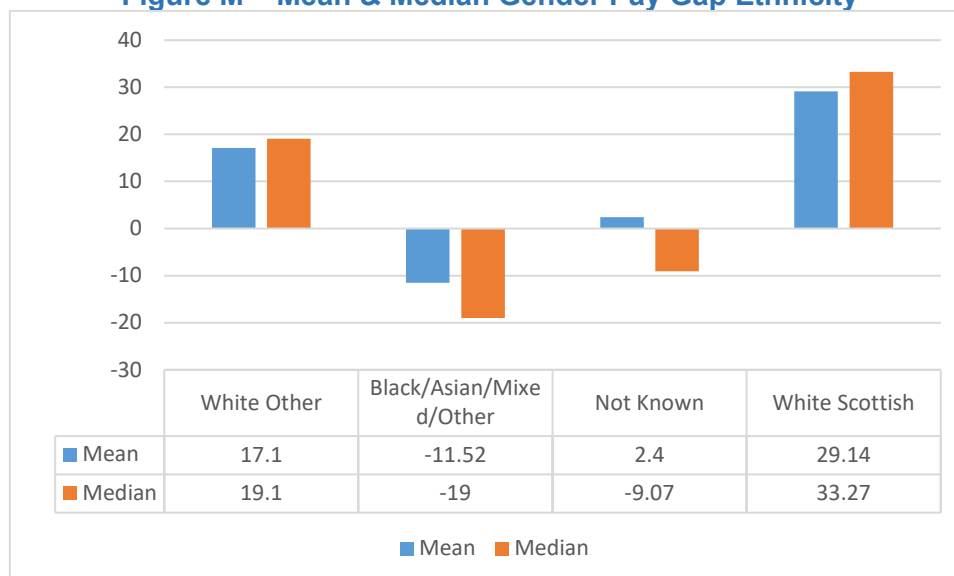
g) Pay Gap Analysis by Ethnicity

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 1.77%. This is an increase of 14.92% in favour of those without a declared ethnicity of BME.

The percentage of staff who have declared their ethnicity as BME is 2.26%, with 67% 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.

Figure M – Mean & Median Gender Pay Gap Ethnicity



SCRA's Ethnicity Action Plan including our 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 23.80 (mean) and 27.52 (Median) are at the lowest level over the last 6 years of reporting, as outlined in Figure D on Page 3, replicated in the table below. It is acknowledged that the improvements being made are marginal and represent a reduction in the mean pay gap of 4.98% over a 6 year period.

	31/03/2017	31/01/2018	31/03/2019	31/03/2020	31/03/2021	31/03/2022
Mean	28.78	27.27	27.34	25.47	24.32	23.80
Median	29.25	28.88	28.53	27.87	27.86	27.52

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

- Inclusion & Diversity Action Plan
- Promotion of women into management roles
- Women into Leadership Network
- Visibility of flexible working options at all levels
- Access to development opportunities such as Professional Manager Award and the Scottish Improvement Leaders Programme
- Funding attendance at the Women into Leadership Conference
- SCRA's Succession Plan
- Inclusion and diversity mandatory e-learning
- Inclusion Ambassadors
- Locality Equality, Diversity & Inclusion Lead Network

These 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 2020 and 2021, 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 continues to recognise that a more equal gender mix in the A to D grades, currently 93.85% female and 6.15% males would be required to significantly change the pay gap.

The gender pay gaps within the age bands, 51 – 60 remains high, there has been a reduction in the 41 to 50 and 61+ age band in this report. 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, improve the overall diversity of our workforce through targeted practices, as well as advise on development programmes to support recruitment and promotion within these grades.

7. SCRA Gender Pay Gap Recommended Actions

The following actions, which are aligned with our Rights, Inclusion and Corporate Parenting Strategy will be progressed to support our continuing commitment to improving SCRA's pay gap.

- We will reinvigorate our Women into Leadership Network, which currently has 39 enthusiastic members as part of our work to encourage and equip women for management roles.
- We will promote management and leadership learning and development across SCRA, and ensure our female colleagues have access to these opportunities.
- We will revise our recruitment and selection processes and our recruitment materials to encourage men to apply for non-management roles.
- We will use the Gender Decoder tool to ensure our job adverts and recruitment materials encourage people of all genders to apply for vacancies in SCRA
- All staff will have completed three mandatory equality, diversity and inclusion e-learning: 'Bullying, Harassment & Victimisation', 'Unconscious Bias' and 'Diversity, Equality & Discrimination'.
- 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 of staff.

8. Declaration

I, Neil Hunter, Chief Executive, Scottish Children's Reporters 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.