



SCOTTISH CHILDREN'S REPORTERS ADMINISTRATION



# GENDER PAY GAP

2023

## Scottish Children's Reporter Administration

### Gender Pay Gap Report – 2023

#### 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 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 2023 (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.

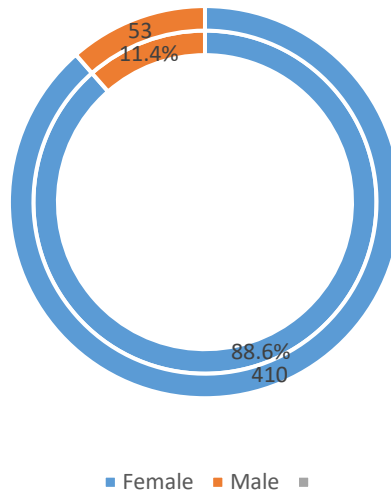
#### 2. SCRA Workforce

The number of SCRA staff in post on 31 March 2022 was 486. Of the 486 staff in post, 22 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:

- 22 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 464 and of this number, 88.6% were female and 11.4% were male (see Figure A).

Figure A - Total relevant staff (n 464)

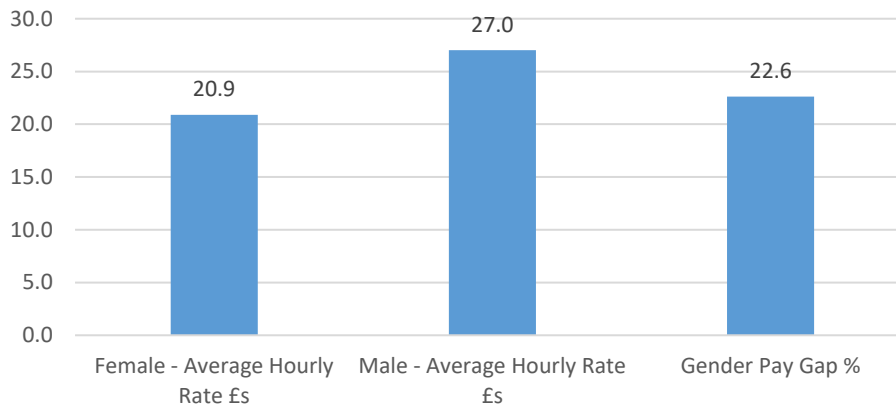


### 3. SCRA Gender Pay Results

#### 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 £20.9. For a male, the rate was £27.0. SCRA has a **Mean** gender pay gap of 22.6% (Figure B).

Figure B – Gender Pay Gap – Mean



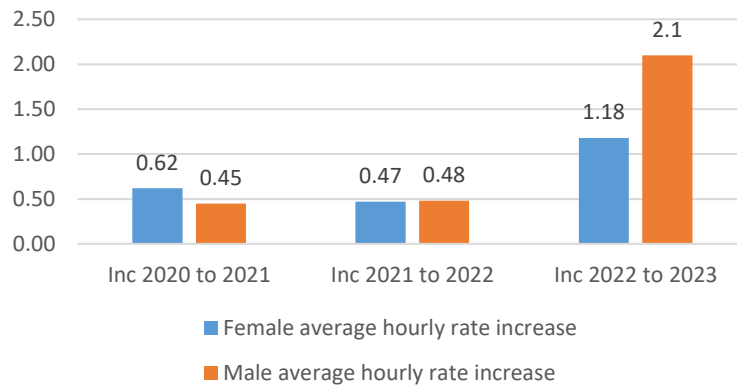
Median is defined as the middle value in the list of amounts when in ascending order. The median pay gap is the difference between the midpoints in the ranges of hourly earnings of female and male staff. The median hourly rate for female staff was £18.9 and for male staff was £26.9, resulting in a **Median** gender pay gap of 29.7% (Figure C).

**Figure C – Median Hourly Pay Gap**



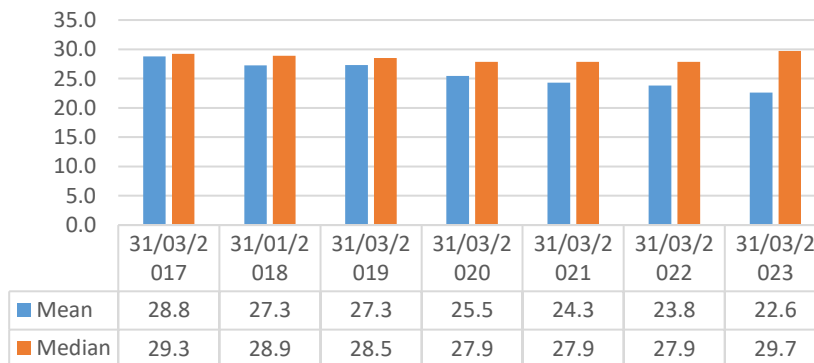
In 2023 there has been a reduction in the Mean Pay Gap of 1.20% and an increase in the Median Pay Gap of 1.8% as compared with 2022 figures. These changes are a reflection of more equal percentage pay increases across the SCRA grades as illustrated in Figure D.

**Figure D – Average Hourly Rate Increases 2020-21 to 2022-23**



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 1.2% in the mean pay gap this year. However, the pay gap overall remains high. Compared with the Office of National Statistics (ONS) 2022 Gender Pay Gap figures, SCRA's median figure is 15.7% higher and SCRA's mean figure is 11.1% 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 13.9 to 13.2%. It should be noted that SCRA has continued to reduce its mean pay gap over the same period.

**Figure E – Mean & Median Hourly Pay Gap 2017 – 2023**



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 within each grade is within acceptable limits, as outlined in in Figure F.

**Figure F – Gender Pay Gap by Grade using Mean**

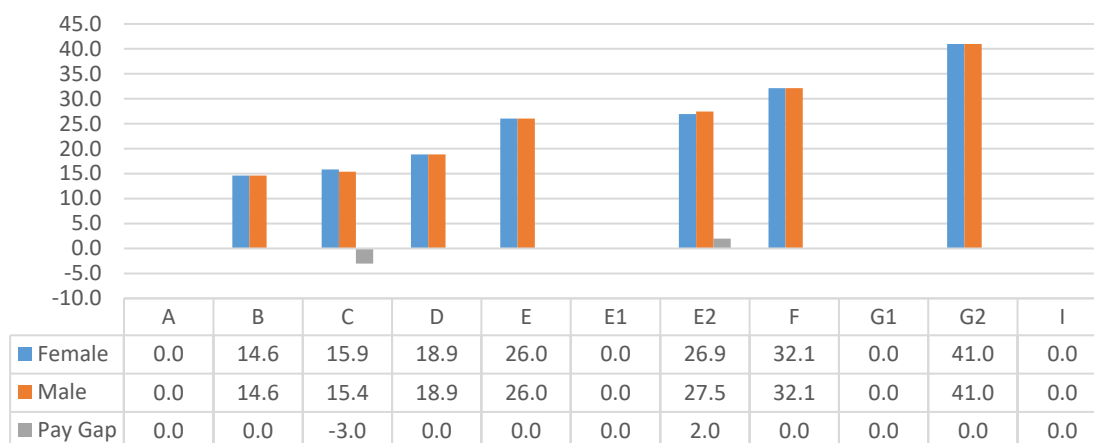


Figure F shows that the pay gap at G2 grade is 0% which is a decrease of 1.87% compared with 2022 and also shows that the F Grade mean pay gap at 0% is a decrease of 2.89% compared to March 2022. The only pay gaps reported across the remaining grades is -3.0% in favour of female staff at Grade C and at 2.0% in favour of males at Grade E2.

This represents a more balanced picture across the grades however the overall pay gap continues to reflect proportionately higher numbers of female staff in the A to D Support grades. The figure below illustrates the percentages of male and female staff across the grades.

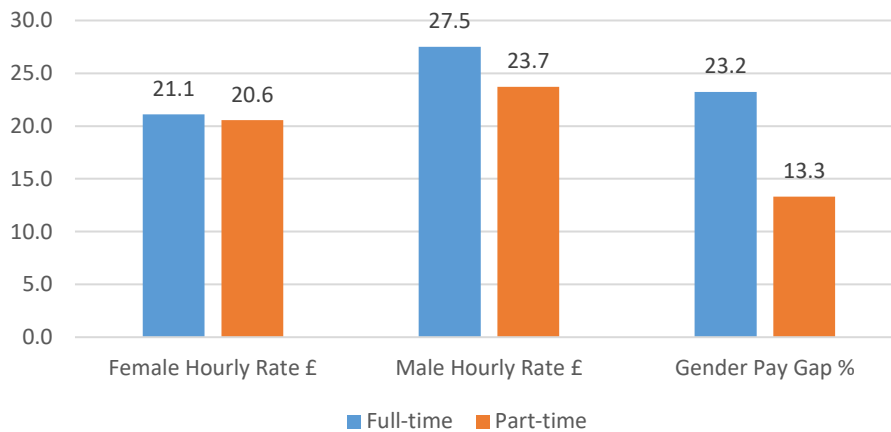
**Figure G – Gender by Grade Categories**

	Manager (F to I Grade)	Professional (E, E1 & non managerial F Grades)	Support (A to D Grades)
Female	62.07%	91.18%	93.22%
Male	37.93%	8.82%	6.78%

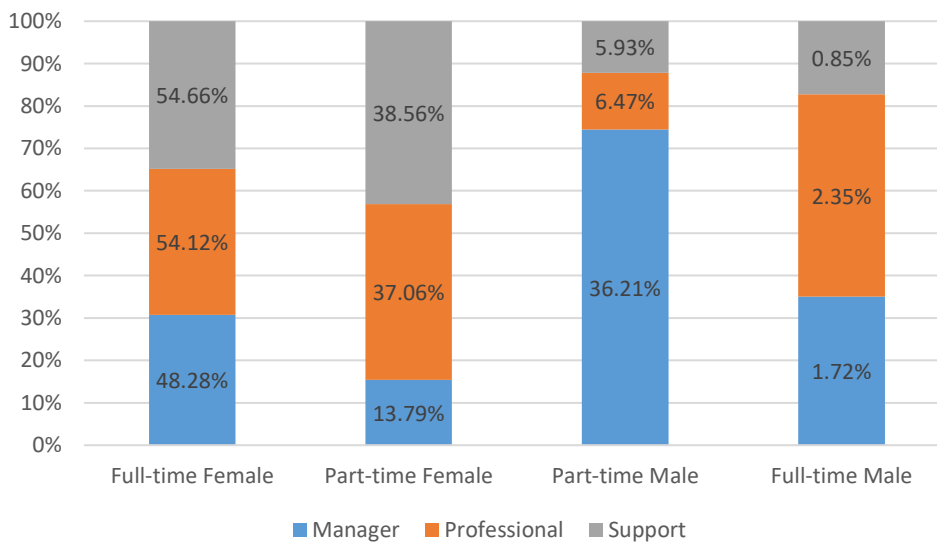
### c) Pay Gap Analysis by Part-time and Full Time

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 9.9% higher than for part-time staff. This is a reduction compared to 2022 of 1.8%. 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 7 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)**



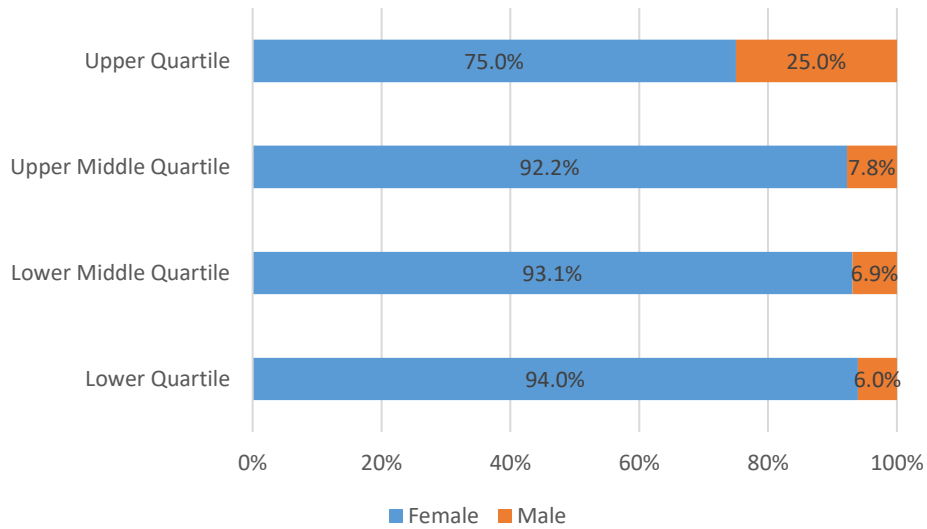
**Figure I - Distribution of Male & Female Staff by Role, Full Time & Part Time Hours**



### 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 illustrates the ratio of females to males according to their hourly rate of pay. There are small increases in the proportion of female staff across all the quartiles with the biggest, 2%, in the Upper Middle Quartile.

**Figure J – Gender Distribution by Quartile**



This information continues to illustrate 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 the 18 – 30, 31 – 40 and 41 - 50 age ranges which are marginally in favour of female staff. The 51 – 60 and 61+ age ranges show an increase of 0.8% and 2.2% respectively. The highest mean pay gap continues to be shown in age band 51 to 60.

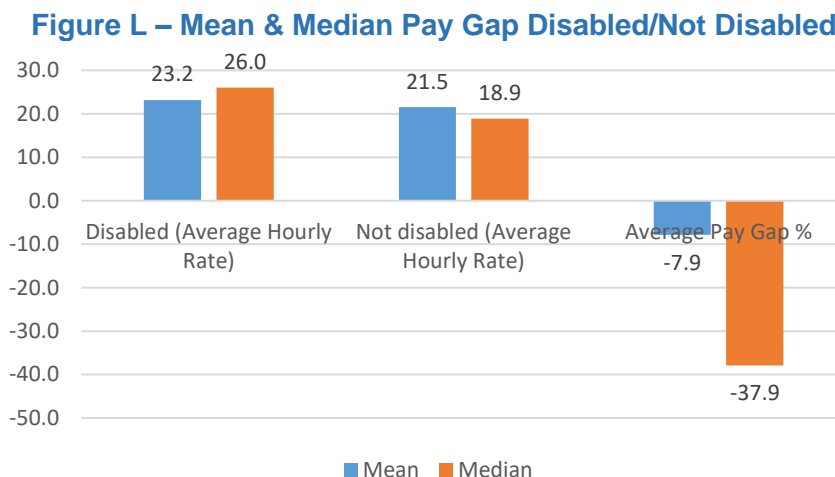
**Figure K – Mean Pay Gap by Age**



### 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 -7.9% which is a decrease of 4.2% 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 25 compared with 19 at the 2022 snapshot date. Over 48% of staff reporting a disability are in Grade E and above compared with 52% of those not reporting a disability which 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. We believe that our workforce are underreporting on disability classification and are working with them to encourage more accurate reporting. 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 noted below\* compared with those whose ethnicity is declared as white or not known/stated. SCRA’s overall ethnicity gap (mean) is 4.0%.

The percentage of staff who have declared their ethnicity as BME is 1.94%, with 68% of staff recording their ethnicity. 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.

SCRA’s People and Inclusion Strategies continue to achieve an improvement in the diversity of our workforce to better reflects Scotland’s diverse population and we acknowledge that this will take some time.

\*African, African Scottish or African British, Any other Asian background, Any other Mixed or multiple ethnic group, Chinese, Chinese Scottish or Chinese British and Pakistani, Pakistani Scottish or Pakistani



## 6. Understanding the SCRA Gender Pay Gap

SCRA's pay gap at 22.6% (mean) and 29.7% (Median) are at the lowest level over the last 7 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 but do represent a reduction in the mean pay gap of 6.2% over a 7 year period.

	31/03/2017	31/01/2018	31/03/2019	31/03/2020	31/03/2021	31/03/2022	31/03/2023
<b>Mean</b>	28.8	27.3	27.3	25.5	24.3	23.8	22.6
<b>Median</b>	29.3	28.9	28.5	27.9	27.9	27.9	29.7

SCRA's pay gap at grade level shows there is a zero pay gap at Manager and Senior Manager and also shows very small differences in Grade E2 and Grade C. SCRA's Inclusion and Diversity activities which have been embedded and have contributed to reduction in the pay gap include:

- Inclusion & Diversity Action Plan
- Good evidence of promotion of women into management roles
- Women into Leadership Network which will be refreshed in 2024/25
- Visibility of flexible working options at all levels
- Continued and increased access to development opportunities such as Professional Manager Award and the Scottish Improvement Leaders Programme
- Funding attendance at the Women into Leadership Conference
- Progressive Pay Awards
- 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. 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, the shape of the workforce particularly in relation to gender distribution across our grades, is reflected in our overall current pay gap. SCRA continues to recognise that a more equal gender mix in the A to D grades, currently 93.2% female and 6.8% males would be required to significantly change the pay gap.

The gender pay gaps for staff over 40 are higher than those under 40. Although to a lesser degree, this pattern was noted in the 2023 ONS figures, and SCRA's position reflects the trends of higher pay gaps for older members of staff across the UK.

It is recommended that the Equalities Network and SCRA's People Strategy, continue to promote and focus on a 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 recruitment and retention 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 Corporate Plan, People and Inclusion Strategies 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, offering attendance at the national Women Into Leadership Conference.
- We will promote management and leadership learning and development across SCRA, offering opportunities for development to staff who are seeking to progress into management/leadership roles.
- We will revise our recruitment and selection processes and our recruitment materials to encourage a broader, more diverse, candidate pool to apply for roles within SCRA., seeking external support to understand any potential barriers where necessary.
- 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
- A programme of Equality and Inclusion training for all staff will be developed and delivered.
- 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 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.