Scottish Event Campus Limited

Gender Pay Gap – Draft Report

February 2025

Executive Summary

This paper provides a draft of the proposed Gender Pay Gap Information to be reported in line with the legislative requirements for the snapshot period 5th April 2024. Details of the information collated, method of calculation and results are provided, alongside the proposed narrative to publish. A summary of key points for discussion with the Remuneration Committee have been included for review during the meeting with feedback and guidance on next steps from the Remuneration Committee welcomed.

Gender Pay Gap

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Scottish Event Campus (SEC) is legally required to publish, on an annual basis, specified information relating to their gender pay gap if the headcount is 250 employees or more. We have calculated our number of employees as at the snapshot date, details below:

Casuals	44
Permanent	221
Total	**265***

*This is the number to identify the threshold for reporting, however when calculating the pay gap per the legislative guidance, only the data for full-pay relevant employees is to be utilised.

The following information has been calculated in accordance with the Regulations and is legally compliant. The data gathered is based on the headcount at SEC on the snapshot date of 5th April 2024. The headcount data is comprised of the following in line with the legislative guidance:

- All employees with a contract of employment with SEC, including if they worked part-time, job-share or were on leave (e.g. sick leave, maternity leave; if any employees are reduced pay because of leave: only include them in your headcount and bonus pay gap calculations).

- Some self-employed workers, if they must perform the work themselves – that is, they are not permitted to subcontract any part of the work or employ their own staff to do it.

- Partners on a salary, or limited liability partnership (LLP) members who SEC treat as employees for payroll purposes.

SEC Chair and Non-Executive Directors are not included within the population on the advice that this is not required but could be considered.

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of SEC. The gender pay gap has many contributing factors which will differ from organisation to organisation, across sectors and across geographical locations. These factors may or may not be unlawful or discriminatory, guided by society or cultural aspects, or as a result of internal organisational practices.

It is crucial to our understanding of gender pay disparity to recognise that the gender pay gap is different to equal pay. Equal pay is where there is a discriminatory pay difference between men and women who carry out the same job, jobs rated as equivalent or work of equal value. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

Key Statutory Disclosures to be reported on Gov.uk

Disclosure Description	SEC Result
% Male / Female Employees	45.8% Male 54.2% Female
Mean Gender Pay Gap	8.9%
Median Gender Pay Gap	2.2%
Mean Bonus Pay Gap	10.2%
% Male / Female receiving a bonus payment	76.9% Male 83.3% Female
Upper Quartile* (male / female %)	43.5% Male 56.5% Female
Upper Middle Quartile* (male / female %)	53.2% Male 46.8% Female
Lower Middle Quartile * (male / female %)	41.9% Male 58.1% Female
Lower Quartile * (male / female %)	44.4% Male 55.6% Female
***Based on hourly pay rates**	

Detailed Reporting on Gender Pay Gap

Mean Gender Pay Gap

Based on the mean (average) hourly rate of pay for male and female employees in the relevant pay period within SEC, our mean gender pay gap is 8.9% (rounded to one decimal place)*:*

HOURLY PAY	Female	Male
No of employees	135	114
Mean	£19.03	£20.88

Whilst there are more females than males employed, female employees on average are earning 8.9% less than their male counterparts.

Median Gender Pay Gap

Based on the median (middle) hourly rate of pay for male and female employees in the relevant pay period within SEC, our median gender pay gap is 2.2% (rounded to one decimal place):

HOURLY PAY	Female	Male
No of employees	135	114
Median	£16.28	£16.65

When reviewing the median gap this reduces significantly to 2.2%, however we do need to address the average gap.

Detailed Reporting on Gender Bonus Gap

Bonus Pay

The proportions of male and female employees who received bonus pay during the relevant pay period are as follows (percentages are rounded to one decimal place):

BONUS PAY	Female	Male
	83.3%	76.9%

Mean Gender Bonus Gap

Based on the mean (average) bonus pay for male and female employees in the relevant pay period within SEC, our mean gender bonus gap is 10.2 % (rounded to one decimal place).

BONUS DATA	Female	Male
No of employees	120	93
Mean	£3,799	£4,230

Median Gender Bonus Gap

Based on the median (middle) bonus pay for male and female employees in the relevant pay period within SEC, our median gender bonus gap is 6.5 % (rounded to one decimal place.

BONUS DATA	Female	Male
No of employees	120	93
Median	£3,295	£3,524

Although encouraging to see that there are more female employees receiving a bonus than men, there is a 10% average bonus gap in bonus value that needs to be addressed. When we measure the median, that gap reduces to 6.5%.

Salary Pay Quartiles

The following table separates the entire workforce at SEC into four equal quartiles based on the salaries that are paid to these employees. These quartiles are then further broken down into the number and proportion, expressed as a percentage, of male and female employees in each quartile.

QUARTILE HOURLY PAY BANDS	Female (%)	Male (%)
Quartile 1 Upper	56.5	43.5
Quartile 2 Upper Middle	46.8	53.2
Quartile 3 Lower Middle	58.1	41.9
Quartile 4 Lower	55.6	44.4

Summary

Overall, this is a good news story. The gender pay gap is in single figures with the exception of mean gender bonus which comes in at 10.2%.

The quartile report gives a very positive picture in all quartiles but particularly the upper quartile where we have the top 25% of roles in the business filled by women.

There is some work to do in terms of closing the gaps with mean gender pay gap and bonus and we will work on an action plan to address the gap with activities such as job evaluation and salary benchmarking once we understand the scale of role to be delivered through job evaluation.

Areas for discussion with Remuneration Committee

- **Chair/NXD in Population** - Inclusion or Exclusion of Chair and Non-Executive Directors in population. Currently excluded from the presented information.

- **Method of Publication** - Formal submission to HMRC as a minimum. Consider expanding the publication to SEC website and include within the SEC ESG Report.

- **Action Plan** - To be developed by Director of People.

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