SEC Scottish Event Campus

Scottish Event Campus Limited
Gender Pay Gap
2024/25

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 7th April 2025. 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	34
Permanent	267
Total	301*

*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 7th April 2025.

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	44.9% Male 55.1% Female
Mean Gender Pay Gap	9.9%
Median Gender Pay Gap	4.4%
Mean Bonus Pay Gap	9.4%
% Male / Female receiving a bonus payment	83.6% Male 70.5% Female
Upper Quartile* (male / female %)	53 % Male 47% Female
Upper Middle Quartile* (male / female %)	41.8% Male 58.2% Female
Lower Middle Quartile * (male / female %)	41.8% Male 58.2% Female
Lower Quartile * (male / female %)	43.3% Male 56.7% Female
***Based on hourly pay rates**	

Detailed Reporting on Gender Pay Gap

SEC Scottish Event Campus

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 9.9% (rounded to one decimal place):

HOURLY PAY	Female	Male
No of employees	147	120
Mean	£20.74	£23.03

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 4.4% (rounded to one decimal place):

HOURLY PAY	Female	Male
No of employees	147	120
Median	£17.70	£18.51

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	47%	53%
Quartile 2 Upper Middle	58.2%	41.8%
Quartile 3 Lower Middle	58.2%	41.8%
Quartile 4 Lower	56.7%	43.3%

Bonus Pay Gap

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 (%)
% of employees receiving bonus payment	70.5%	83.6%

SEC Scottish Event Campus

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 9.4% (rounded to one decimal place).

BONUS DATA	Female	Male
No of employees	122	107
Mean	£3,210	£3,543

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 10.5% (rounded to one decimal place).

BONUS DATA	Female	Male
No of employees	122	107
Median	£2,813	£3,142

Although encouraging to see that there are more female employees receiving a bonus than men, there is a 9.4% average bonus pay gap. When we measure the median, that gap increases to 10.5%.

Closing the Gap

It is our priority to take action to close our gender pay gap. We have several people strategy priorities that will enable us to achieve this, including:

- A reward project that will review job architecture and introduce a fresh approach to our pay review cycle, with a key focus on gender pay review as part of this.
- Reviewing our approach to inclusive recruitment practices.
- Reviewing our approach to flexibility and flexible working options to encourage a balanced approach to flexibility and part-time working.

Declaration

We confirm that the information and data reported is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information).

Fiona Campbell-Downes
Director of People