

SFT Gender Pay Gap

March 2024

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Introduction

Over the past 30 years the gender pay gap in full-time employment has narrowed. However the UK Government considers the rate of progress is too slow and has committed to closing the gender pay gap within a generation.

The Equality Act 2010 and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 require public, private, and voluntary sector organisations with 250 or more employees or certain listed public bodies to report on their gender pay gaps and share their plans to close the gap within their organisation.

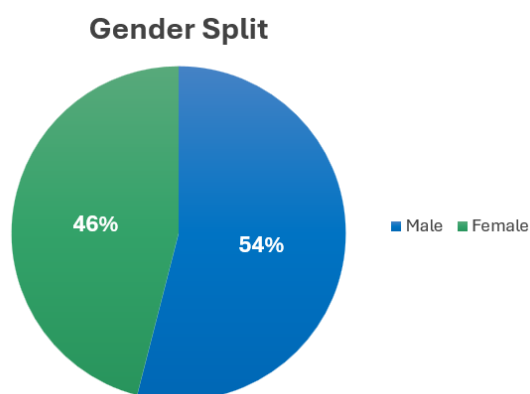
Whilst the Scottish Futures Trust (SFT) does not fall within these categories of organisations, it has continued to voluntarily prepare this gender pay gap information, with this update as of 31 March 2024.

The gender pay gap information shows the difference between the average earnings of **male** and **female** employees. This differs from an equal pay gap, which is the failure to pay men and woman the same amount for the same / similar work.

The prescribed calculation methodology has been followed. We do not report on a bonus gap as we do not pay bonuses.

Full-pay relevant employees by gender

At the snapshot date of **31 March 2024**, SFT had 68 full-pay relevant employees with a split of **37** (54%) male employees and female employees **31** (46%).



Difference in average pay

The difference in average pay between male and female employees:

Mean Calculation	When comparing mean hourly rates females earn £0.68 for every £1 that males earn	Median Calculation	When comparing median hourly rates females earn £0.66 for every £1 that males earn
32%		34%	

- Mean – the difference between the average hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- Median – the difference between the midpoints in the range of hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
- A positive percentage figure reveals that typically or overall, female employees have lower pay than male employees

Comparison of the SFT difference in average pay from 2022 to 2024

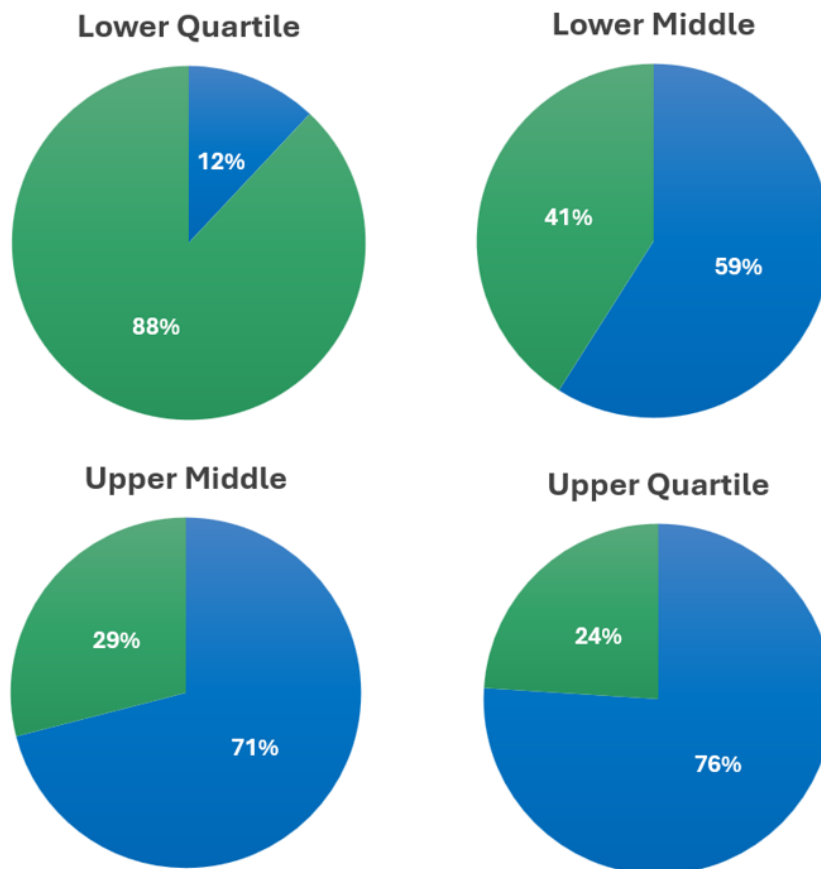
Calculation	5 April 2022	31 March 23	31 March 24
Male %	58%	55%	54%
Female %	42%	45%	46%
Mean Pay Gap	32%	32%	32%
Median Pay Gap	32%	32%	34%

Quartile pay bands

The below graphics set out the gender distribution across SFT in each of the equal sized quartiles of its applicable salary bands. This shows the proportions of male and female full-pay relevant employees in the lower, lower middle, upper and upper-middle quartile salary bands.

The distribution for females in each of the equal sized quartiles of its applicable salary bands 2022 to 2024:

Quartile	5 April 2022	31 March 23	31 March 2024
Lower	79%	79%	88%
Lower middle	39%	39%	41%
Upper middle	28%	28%	29%
Upper	21%	21%	24%



Summary and Conclusion

As of 31st March 2024, 46% of our employees were female, which is a slight increase from 2023. Our median and mean pay gaps remain relatively consistent, with the median increasing slightly to 34%.

In 2021, Audit Scotland reported that the mean gender pay gap in Scotland when comparing overall average hourly earnings was 10.1%. This means for every £1 men earn women earn £0.90. For SFT on average females earn £0.66 for every £1 that males earn.

SFT remains challenged given there are a high number of women in lower paying roles, and we have minimal turnover, particularly in our more senior roles.

SFT is committed to reducing the gender pay gap and will utilise every opportunity to do so, including during recruitment and salary review processes with the use of external benchmarking and offering increased flexibility in all working patterns, to ensure we continue to attract and retain senior women to the business.