



Gender Pay Gap 2020

Why Report on Gender Pay?

Since 2017, the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 has required UK organisations with 250 or more employees, to publicly report the differences between the average earnings of men and women in the organisation.

The regulations require the College to publish the gender pay gap position at a 'snapshot date', which for the College is 31 March of each year. There are six specific ways in which the College is required to report this data:

1. **Mean gender pay gap:** The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
2. **Median gender pay gap:** The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3. **Mean bonus gap:** The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4. **Median bonus gap:** The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5. **Bonus proportions:** The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6. **Quartile pay bands:** The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

The gender pay gap differs from equal pay. The gender pay gap is a measure of the difference between average pay of men and women across the whole organisation, whereas equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

THE DATA USED:

1. The data used for this exercise has been taken from March 2020's payroll, which includes the snapshot date of 31 March 2020, in line with the regulations.
2. Data includes all employees who are paid on a substantive or fixed term basis as well as College Casual and Sessional Staff.
3. For Casual and Sessional staff who do not have a regular number of weekly hours an average of the number of hours worked over the preceding 12 week period has been used.
4. The data includes basic pay and all allowances (including market pay supplement payments and shift pay allowances).
5. The data does not include overtime pay, maternity pay, redundancy or termination payments or non-cash benefits (e.g. those paid through salary sacrifice such as childcare vouchers).
6. For the purposes of this report, a pay period of one month equates to 30.44 days (as specified in the regulations).
7. In line with the regulations employees have been separated into two categories of people:
 - 7.1. **Relevant employees:** each individual job-holder employed by the College at the snapshot date (31 March 2020). This is a total of 449 employees.
 - 7.2. **Full Pay relevant employees:** a relevant employee who is employed by the College and is receiving 'full-pay' during the specified pay period. This equates to a total of 420 employees of which 135 are males (32%) and 285 are females (68%). Where an employee is being paid less than their usual rate of pay or zero (i.e. due to maternity or sickness) then they are not classed as a 'full-pay relevant employee' for the purposes of the report.

Mean Gender Pay Gap:

Gender	Number of staff (full-pay relevant employees)	Mean hourly rate of pay	Mean Gender Pay Gap %
Female	285	£13.83	22.4%
Male	135	£17.83	

Median Gender Pay Gap:

Gender	Number of staff (full-pay relevant employees)	Median hourly rate of pay	Median Gender Pay Gap %
Female	285	£11.67	33.9%
Male	135	£17.65	

Mean Bonus Pay Gap:

Gender	Number of staff (relevant employees who received a bonus)	Mean bonus rate of pay	Mean Bonus Pay Gap %
Female	276	£543.50	31.9%
Male	134	£798.40	

Median Bonus Pay Gap:

Gender	Number of staff (relevant employees who received a bonus)	Median bonus rate of pay	Median Bonus Pay Gap %
Female	276	£451.14	51.9%
Male	134	£937.28	

Bonus Proportions:

Gender	Number of staff paid a bonus	% paid a bonus
Female	276	91.4%
Male	134	91.2%

Quartile Pay Bands:

Quartile	Number of staff (full-pay relevant employees)	% of Males	% of Females
Upper	105	40.0%	60.0%
Upper Middle	105	52.4%	47.6%
Lower Middle	105	27.6%	72.4%
Lower	105	7.6%	92.4%

Conclusions:

The overall College workforce is predominantly female and has remained at a broadly similar composition, with a slight change of 1% between the groups this year, with 68% of staff being female compared to 32% male staff.

The mean gender pay gap is 22.4%, seeing the gap between male and female pay reduce by 1.1% this year (from 23.5%). However, the median gender pay gap of difference in pay between males and females in the middle of the organisation has remained the same, at 33.9%.

Whilst this reduction is positive it cannot be attributed to one significant factor, rather an amalgamation of a number of smaller factors including;

- the overall change in the workforce composition as noted above
- a reduction in the number of males in the upper quartile pay band; having a predominantly female workforce means that small changes in the male workforce can have a significant impact on the gender pay gap
- the continued progression towards the College's commitment to increase the pay of all support roles, which are not directly linked to curriculum delivery and are predominantly filled by women (87%) to spot rate salaries by August 2020.

A significant contributing factor to the gender pay gap is that the College operates a commercial Nursery, which is often outsourced in similar organisations, directly employing staff in roles where pay is linked to the National Minimum Wage. The College has committed to paying an hourly rate which is 3.1% higher than the NMW from April 2020. Currently 100% of staff employed in the Nursery are female, representing 11% of the total workforce and 22% of the lower quartile pay bands.

The College remains committed to providing equal pay for work of equal value regardless of gender and consequently to reducing the gender pay gap within the organisation. The College undertakes an equal pay review annually and is confident that women and men are paid fairly and equally, when pay is analysed in this way.

The College continues to provide flexible employment opportunities that reflect the community it serves. Society norms still see women traditionally taking on a higher proportion of childcare or dependent care responsibilities than males; thus more likely to work in a part-time role. There is a larger proportion of part-time roles (including term-time working patterns) at the College within the lower and lower middle quartile pay bands, than in the upper middle and upper quartile pay bands.

The College has committed to increasing the pay of support staff where roles are not directly linked to the curriculum as noted above. Where roles that are directly linked to curriculum delivery teaching and senior managerial roles which are assigned according to the level of, and type of, work and responsibility required at each level, movement through pay grades is, therefore, incremental which means that, irrespective of gender, an employee will earn a higher rate of pay the longer they remain in the same role within the organisation.