

Introduction

Background

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 all private sector and voluntary sector employers with 250 employees or more are required to publish a range of data based on a standard methodology. These same rules apply to the public sector under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

All employers were required to publish their gender pay gap within the period of 12 months beginning with the snapshot date on 31st March 2020 for public sector employers. This meant that the report was due by 30 March 2021. This time period has been extended to 5th October 2021 due to the impact of the pandemic. Following publication the information must be then maintained on the organisation's web site for a minimum of three years. The first gender pay gap snapshot date was 31st March 2017 and information relating to that gender pay gap is also currently displayed on the College website along with reports from other years. All employees who are paid their usual full pay on the snapshot date must be included in the calculations.

Over the last couple of years there have been moves towards mandatory reporting extending to cover ethnicity pay gap reporting. Consultation took place on such a proposal and closed in January 2019. There is speculation that once the government has dealt with Brexit and Covid-19 then legislation will follow in respect of ethnicity pay gap reporting.

In view of this potential legislation and the importance of the College's anti-racism agenda information is also included looking at the ethnicity pay gap within the College on the same date.

This report sets out the data which would ordinarily need to be reported plus some further analysis.

Reporting requirements for Gender Equality Pay Gap

The statutory regulations require the publication of the following information:

1. The difference in the mean pay of full pay men and women expressed as a percentage
2. The difference in the median pay of full pay men and women expressed as a percentage
3. The difference in the mean bonus pay of full pay men and women expressed as a percentage
4. The difference in the median bonus pay of full pay men and women expressed as a percentage
5. The proportion of men and women who received bonus pay
6. The proportion of full pay men and women in each of four quartile pay bands

College data

1. The mean gender pay gap for the College is 5.01% in favour of men.
2. The median gender pay gap for the College is 4.87% in favour of men.
3. 100% difference in bonus payments made in favour of women as one performance related payment made to a female member of staff.
4. 100% difference in bonus payments made in favour as women as one performance related payment made to a female member of staff.
5. 0% of men and 0.30% of women.
6. The proportion of full pay men and women in each of four quartile pay bands is set out below.

The College pay gap has stayed relatively similar since it was first published on 2017. At the time there was a mean pay gap in favour of men of 5.27%, and a median pay gap in favour of men of 4.75%. Appendix B contains a table of previous returns.

The table below depicts pay quartiles by gender. This shows the College's workforce divided into four equal-sized groups based on hourly pay rates, with Quartile 1 including the lowest-paid 25% of employees (the lower quartile) and Quartile 4 covering the highest-paid 25% (the upper quartile). If there were no gender pay gap, there would need to be an equal ratio of men to women in each Quartile.

The respective figures for 31st March 2019 are in brackets. The mean gender pay gap last year was 3.59%, and the median gender pay gap was 5.67%. The proportion of male staff decreased by 7% in Quartile 1, and by 1% in Quartile 2. In Quartiles 3 the proportion of male staff decreased by 6% and in quartile 4 it increased by 3%. This increase in Quartiles 1 and 2 has caused the narrowing of the mean pay gap.

Quartile	Males	Females	Description
Quartile 1	25% (32%)	75% (68%)	Includes all employees whose standard hourly rate places them at or below the lower quartile
Quartile 2	39% (40%)	61% (60%)	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Quartile 3	40% (46%)	60% (54%)	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Quartile 4	47% (44%)	53% (56%)	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The mean, commonly known as the average, is calculated when you add up the

wages of all employees and divide the figure by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay.

The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest. The median gap is the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages.

The use of the two different types of average is helpful in giving a more balanced overview of the organisations overall gender pay gap. The mean average gives a good overall indication but if very large or small pay rates dominate they can distort the picture. The median average is useful in that it indicates what the typical situation is in the middle of the organisation and is not distorted by pay rates at the two extremes. However used on its own it may result in gender pay gap issues not being picked up.

It is interesting to note that the proportion of males employed has decreased. Specifically males in quartile 1 have decreased from 32% to 25% as a result of there being 33 female starters in this quartile but only 8 male starters. In quartile 3 the proportion of males has also decreased from 46% to 40% as a result of there being 24 male leavers and 8 male starters.

The underlying causes of the College's Gender Pay Gap

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

The College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- Uses objective salary scales and spinal column points to establish salaries for particular roles.
- Only varying this approach where the job market dictates the need to do so to facilitate recruitment of good and outstanding staff members.
- Evaluates job roles and salary scales as necessary to ensure a fair pay structure.

The College is therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap is the result of the roles in which men and women work within in the College and the salaries that these roles attract.

Women are more likely than men to be in front-line and clerical/ administrative roles at the lower end of the organisation. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of the College's workforce in Quartile 1, where many of the roles are filled by more women than men. There is a more equal balance between men and women in Quartile 2, 3 and 4, with the majority of senior post holders being women. Within Quartile 1 there are larger numbers of women than men in virtually all occupations. There are no men employed within the Nursery or within SharEd Catering, and in the largest area of Quartile 1 employment, clerical/ administrative there is an overwhelming proportion of women. The only area in which men outnumber women is within Facilities. It is worth noting that the proportion of men has decreased in 3 out of the 4 quartiles, with the only exception being quartile 4. This reflects a decrease in the numbers of men being employed by the College.

External Comparisons

The median gender pay gap for the whole economy at April 2020 (according to the ONS ASHE figures) was 7.4%.

A number of colleges have reported their gender pay gap for 2020 in spite of the fact that the reporting deadline has been extended. Appendix A sets out the 32 colleges that have published their gender pay gap figures on the required government website. The average mean gender pay gap of the 32 is 11.03%, and the average median gender pay gap is 13.7%.

57% of management positions within FE are held by women and women account for 70% of staff in lower paid support roles (AoC Pay Survey November 2020). Women account for 64% of the FE workforce nationally and 62% of the College workforce.