



## Gender Pay Gap Report 2022

### Executive Summary

Gender pay reporting legislation requires employers with 250 or more employees to publish calculations every year showing how large the pay gap is between their male and female employees. The calculations compare hourly rates of male and female staff at a snapshot date which, for this year, is 31 March 2022.

The College uses pay scales and a grading structure. Every job, irrespective of gender, is assigned a grade on the pay scale and each grade has a set pay range with spine points in between grades. Staff, irrespective of gender, are expected to progress through the pay range for their grade on an annual basis where their performance is good or better, irrespective of any protected characteristic, until they reach the top of the scale.

The majority of our workforce is female. The overwhelming majority of those who apply for all our jobs are female and particularly so at the lowest level. This is largely due to the fact that a large proportion of our vacancies are term-time only, thus appealing to those looking to juggle work and family, which in our society is traditionally more likely to be women. We advertise in media which is accessible, using TES, Indeed, the Government's 'Find a Job' service (replacement for the job centre) and local recruitment fairs. We analyse data from the application process which shows that the sex of those appointed is in proportion to that of applicants.

Recruitment is always anonymous, short-listers are not privy to any personal information about applicants prior to interview. Appointments are made based on scoring for criteria in the job description and performance during the interview process, irrespective of protected characteristics.

Large gaps relating to bonuses are explained by the fact that the bonus is the Support Staff Standards Payment which is paid pro rata to hours worked. The full-time figure is identical but more women are likely to work part time (usually term time).

### Background

We are required to publish, on our own website and a central government site, the following six calculations:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

It is important to understand what the calculations are not:

- they do not specifically ask whether males and females are paid the same for doing the same job or work of the same value. That has long been the subject of equal pay legislation;
- they do not weight the analysis according to how many hours each person works. A person working two hours a week on an occasional basis is weighted the same as a full time permanent employee;
- they do not include a factor for the overall figure of males and females in the workforce. For instance, in an organisation if the top quarter of employees by earnings were 50% female it might seem fair. However, if you then learned that 90% of the staff overall were female then it would be concerning.

The calculations are:

- a means of identifying the distribution of hourly rates across the organisation;
- a way to see whether males or females are disproportionately represented in jobs that pay the least or the most;
- a way to see whether males or females are more or less likely to get a bonus and, if they do, whether their bonus is likely to be larger or smaller.

### **Our published figures for the year ended 31 March 2022 (last year's figures in brackets)**

1. The mean difference in hourly rate of pay 9.16% (3.7%)
2. The median difference in hourly rate of pay 39.5% (13.5%)
3. The mean difference in bonus pay 21.22% (22.8%)
4. The median difference in bonus pay 39.18% (39.9%)
5. The percentage of employees who received bonus pay Male: 21.86% (22%) Female: 34.45% (33.3%)
6. Proportion of employees by pay quartile: upper, upper middle, lower middle and lower

	Men %	Women %
Quartile 1 (lowest)	26.78 (25.3)	73.22 (74.7)
Quartile 2	24.59 (31.5)	75.41 (68.5)
Quartile 3	32.79 (27.5)	67.21 (72.5)
Quartile 4 (highest)	30.6 (32.6)	69.4 (67.4)

Notes:

- a) The 'bonus' is the Support Staff Standards Payment which is paid annually to such staff. It was £370 for a full-time member of staff and is paid pro-rata to part timers. The gap is so large because men are more likely to work full time.

### **Analysis**

Our figures are for 732 (712) staff of whom overall 28.68% (29.2%) are male and 71.31% (70.8%) are female. This will skew our figures as explained in the introduction. Therefore, it is useful to note that the number of men in each quartile is evenly spread, showing there are not disproportionately more men in the upper quartiles. (Q1: 49; Q2: 45; Q3: 60; Q4: 56).

There is a large rise in the mean and median difference in hourly rates of pay noted between last year and this year. This can be explained by the fact that there are more women working in the college this year, increasing from 504 to 522, whereas the number of men employed has only risen by 2. The increase has largely come from the invigilator team increasing, and more part time posts being introduced into the Learning Support Team, both teams traditionally attracting more female than male staff.

### **Summary and next steps**

The College has an Equality Policy, the aims of which are to:

- To develop measures and actions that pay due regard to the need to eliminate discrimination and promote equality for all;
- To promote equality so that our approach goes beyond legislative compliance and remains embedded in our culture.

The Equal Opportunities Policy summarises the College's commitment to key priorities and specific 'impact intentions' covering all protected characteristics and embraces all members of the College community. Additionally, the analysis of gender pay gap is considered annually by the Governors to consider whether specific actions are required. As a whole, the College is committed to tackling inequality, breaking down barriers and challenging unfairness to ensure opportunities and experiences which help staff reach their full potential. We are taking a number of steps to consider in order to help address the gender pay gap as follows.

1. Continue to monitor and analyse applications for employment and for promotion by gender.
2. Continue to monitor and analyse access to training for management.
3. Work with colleagues in the sector to consider ways to reduce the gap.
4. Seek benchmarking data in the sector through employer associations.

Carolyn Godrich  
Director of Personnel

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