



Gender Pay Gap Report 2019

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 2019. This is the third year of the regulations and we are able to start considering trends in our figures.

Although we continue to have a gender pay gap, some key measures have improved:

Our mean difference in hourly rate reduced from 10.4% to 7.7% last year and has reduced again this year to 6.5%.

Our median difference in hourly rate has reduced from 32.5% in 2017 to 27.6% this year.

Our gender pay gap would be much less if we were to contract out Cleaning and Catering staff. These are low paid staff and are overwhelmingly female – in proportion to the gender of those who apply for work. Unlike many organisations, we continue to employ those staff directly because we believe that it is better for them to be part of the College team and to receive the additional benefits we provide e.g. membership of the Local Government Pension Scheme.

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 2019

1. The mean difference in hourly rate of pay 6.5%
2. The median difference in hourly rate of pay 27.6%
3. The mean difference in bonus pay 26.1%
4. The median difference in bonus pay 37.1%
5. The percentage of employees who received bonus pay Male: 21.3% Female: 32.1%
6. Proportion of employees by pay quartile: upper, upper middle, lower middle and lower

	Men %	Women %
Quartile 1 (lowest)	23.1	76.9
Quartile 2	31	69
Quartile 3	25.1	74.9
Quartile 4 (highest)	33.9	66.1

Notes:

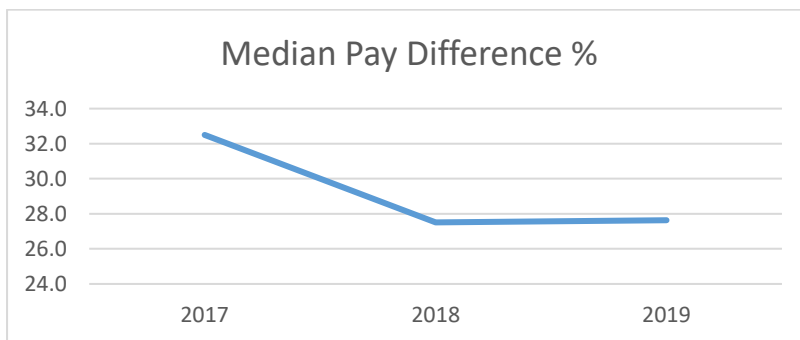
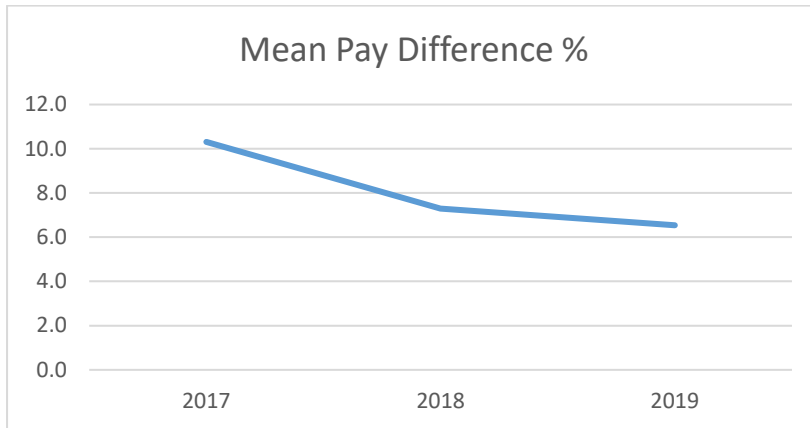
- a) In the case of 1-4 above, the female percentage is the lower.
- b) The 'bonus' is the Support Staff Standards Payment which is paid annually to such staff. It is £320 for a full time member of staff and is paid pro-rata to part timers. The gap is so large because men are more likely to work full time.

Analysis

Our figures are for 746 staff of whom overall 28% are male and 72% are female. This compares with last year when 29% were male and 71% were female. At every level there are more women than men, but women are disproportionately over-represented at the lowest level and under-represented at the highest level. Typical jobs in the bottom quartile are Catering Assistants, Cleaners and Invigilators. While it is notable that there are 5% more women among those staff than would represent parity, it is also important to be aware that the actual hours worked by these staff is typically very low, particularly for Invigilators. As mentioned above, the calculations are not weighted to reflect this. By contrast, typical jobs in the top quartile are senior Teachers, Directors, Teachers of HE and Senior Management. There is still a majority of women in this quartile but it is 6% less than would be expected given the gender balance of our overall workforce.

Trends

As this is the third year of reporting, we are able to see some early trends.



The graphs above illustrate the fact that our mean and median pay differences are reducing. However, the proportion of women in the lowest paid jobs increased last year (from 73.6% of staff in those grades to 76.9%) and the proportion of women in the highest paid jobs reduced very slightly (from 66.8% to 66.1%). We will want to watch those figures over the coming years to see if either constitutes a trend.

Summary and next steps

We are taking a number of steps to consider in order to help address the gender pay gap as follows.

1. Continue to monitor applications for employment and for promotion by gender.
2. Continue to monitor 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.

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