



Gender Pay Gap Report 2022

WHAT IS GENDER PAY GAP REPORTING?

The gender pay gap shows the difference between the mean (average) and median (mid-point) earnings of male and female employees. This is represented as a percentage of male earnings.

A positive percentage represents a bias in favour of males and a negative in favour of females. This is different from equal pay which is the pay difference between males and females who are doing the same job, similar jobs or work of equal value.



THE JARGON.

Mean – This is the average hourly wage across the College. The mean gender pay gap is a measure of the difference between women's average hourly wage and men's average hourly wage.

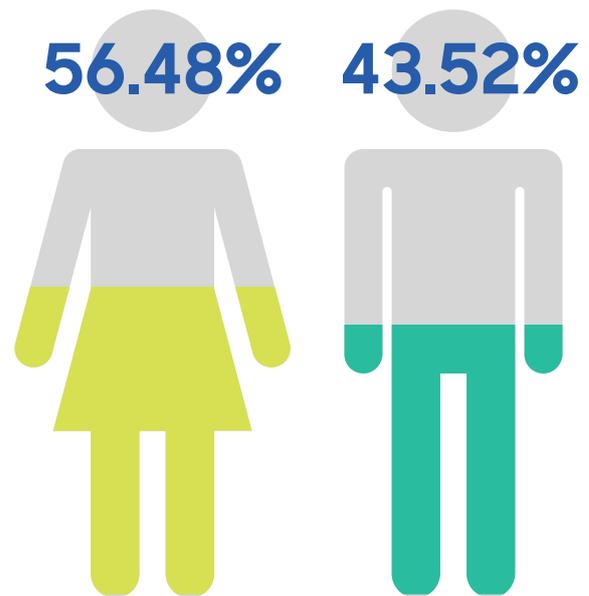
Median – The median hourly rate is calculated by ranking all colleagues from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between the hourly wage of the middle paid woman and the hourly wage of the middle paid man.

Quartile – Quartiles represent the pay rates of our colleagues from the lowest to the highest hourly rate. These are split into four groups as equally as possible keeping the same hourly rates together.

THE FACTS AND FIGURES.

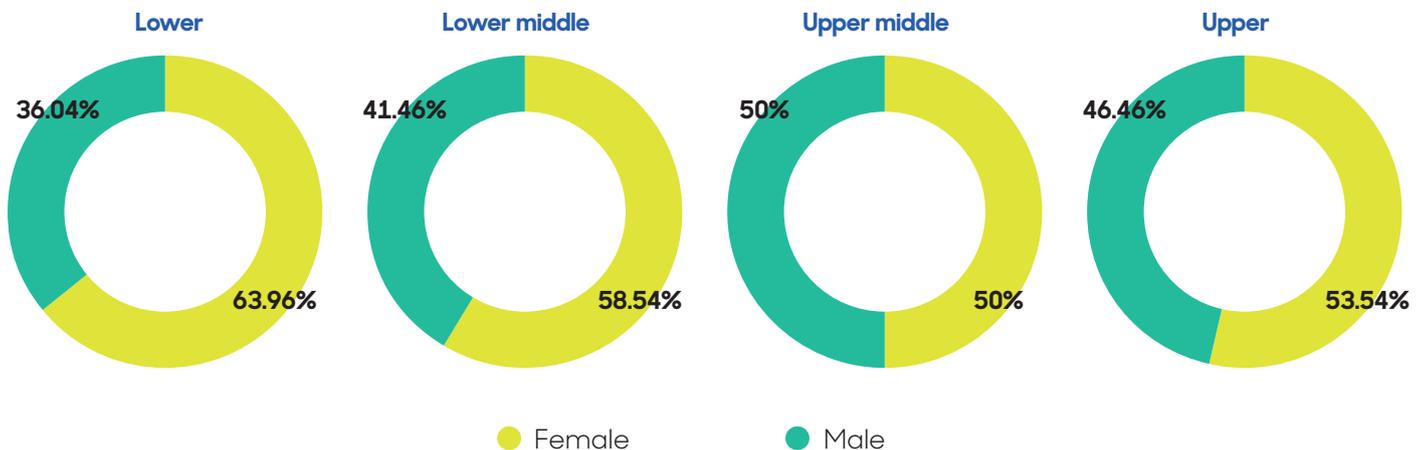
Our colleagues

Breakdown of male/female staff.



Gender distribution (March 2022)

Breakdown of male/female staff by quartile.



Hourly pay figures

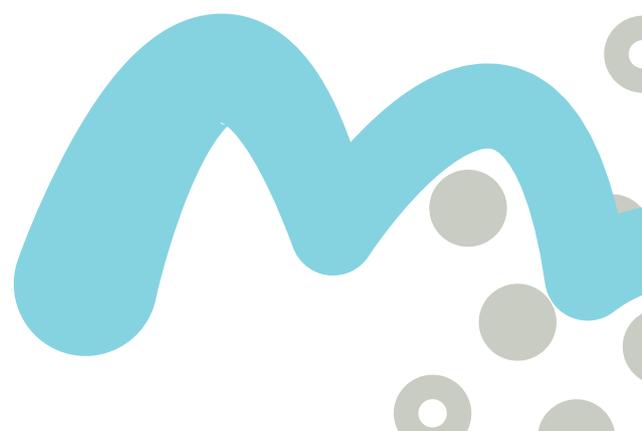
In comparison to 2021, the mean has increased by 1.98% which is reflective of the national picture outlined by the Office of National Statistics (ONS), with a dip in national average in 2021 of 1.3% attributed by the ONS to the Covid-19 pandemic. The national average gender pay gap reported by the ONS for 2022 was 8.3% for full time employees and 14.9% for all employees, and the College is below this. The median pay gap has remained consistent.

March 2021		March 2022	
Mean	Median	Mean	Median
6.1%	13.8%	8.08%	13.8%

Our analysis of our gender pay gap suggests that this is mainly due to the number of females in lower paid administration and cleaning positions. Historic salary protection arrangements are still in place although this is reducing each year due to leavers.

Bonus Differentials

The College does not make bonus payments.



Pay Quartiles

The tables below present the gender distribution across the College in four equally sized quartiles. Table 1 illustrates the position at March 2021 and Table 2 shows the progress at March 2022.

Quartile	March 2021			
	Female (%)	Male (%)	Mean Hourly Pay Gap (%)	Median Hourly Pay Gap (%)
Lower	63.6%	36.4%	-2.3%	-5.8%
Lower Middle	60.6%	39.5%	3%	4.1%
Upper Middle	46.4%	53.6%	0.4%	0%
Upper	55.2%	44.8%	3.3%	-7.5%
TOTAL	56%	44%	6.1%	13.8%

Quartile	March 2022			
	Female (%)	Male (%)	Mean Hourly Pay Gap (%)	Median Hourly Pay Gap (%)
Lower	64%	36%	-8.6%	-11.9%
Lower Middle	58.5%	41.5%	2.3%	7.1%
Upper Middle	50%	50%	0.7%	0%
Upper	53.5%	46.5%	7.4%	8.5%
TOTAL	56.5%	43.5%	8.08%	13.8%



WHAT DO THE FIGURES TELL US?



The College employs more females than males, with a significantly larger proportion in the lower quartile which has remained consistent over the last two years. The number of females in the upper middle quartile has increased. The mean pay gap in the lower quartile has decreased however this has been offset by a significant increase in the upper quartile due to the gender of new appointments, rather than any systematic change in salaries.

In the lower quartile we have a significant percentage of women in administration roles, they are paid higher than the male colleagues who are mainly in caretaker and porter roles. The -8.6% pay gap in this quartile is in favour of women, and has increased significantly from 2021.

The lower middle quartile has a range of roles including learning support, trainer/assessors, and lower level teachers. Although females dominate the quartile the average male hourly rate is slightly higher due to the trainer/assessor role at the top end of the quartile being mainly males.

The upper middle quartile is where the bulk of the teacher roles reside and we have equal males and females in this quartile. The mean gap is 0.7%, which is marginal between the males and females and is due to length of service. The median for male and female has the same hourly rate which gives the 0% gap.

The upper quartile has increased to 7.4%, due to the gender of new appointments as described earlier in the report.

Whilst we have a relatively low gender pay gap in comparison to the national average, we will continue to review our processes and practices to reduce our gender pay gap where possible.

The College's gender balance is not consistent across the quartiles, with a large imbalance of female staff in the two lower quartiles and an imbalance in the upper quartile which is contributing to the pay gap.

The report has highlighted that the lower middle and upper quartiles are the areas for further analysis and potential focused action. This will be monitored, and an action plan developed by our Equality, Diversity and Inclusion Steering Group with the oversight of our People and Remuneration Committee.

HOW ARE WE PERFORMING?

