



Gender Pay Gap Report March 2020

Introduction

The gender pay gap is an analysis of the average pay (expressed as a mean or a median) of both men and women with the difference expressed as a percentage of the male average. A positive percentage represents a bias in favour of males and a negative in favour of females. This report outlines Gateshead College's position as at the census point 31 March 2020.

The duty to report encompasses the following areas:

- The average gender pay gap expressed as a mean average
- The average gender pay gap expressed as a median average
- Bonus payment gender pay gap expressed as a mean
- Bonus payment gender pay gap expressed as a median
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile salary band.



Gender pay gap data

Pay differentials

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 31 March 2020).

Due to the continuing impact of the Coronavirus (COVID-19) pandemic, the Equality and Human Rights Commission (EHRC) not to enforce a gender pay gap report for 31 March 2019. We therefore will use March 2018 as our comparator.

	March 2018		March 2020	
	Mean	Median	Mean	Median
Hourly Pay	7.7%	11.2%	7.3%	13.8%

In comparison to 2018, the mean has decreased by 0.4%, and the median has increased by 2.6%. This still compares favourably with the national average (17.3% for all staff) and the sector at that time.

Our analysis of our gender pay gap suggests that this is mainly due to the number of females in lower paid administration positions. We believe the TUPE of the College's Campus Services team into the College on 1st August 2019, this service which was previously outsourced to an external provider has impacted to the increase in the median due to the low paid workers in this area. Historic salary protection arrangements are still in place although this is reducing each year due to leavers.

Bonus Differentials

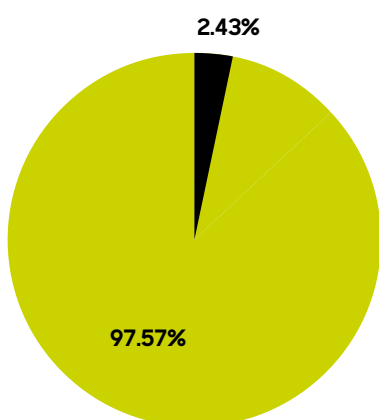
The table below shows the mean and median difference between bonuses paid to men and women in the year up to 31 March 2020.

March 2020	
Mean	Median
8.54%	46.73%

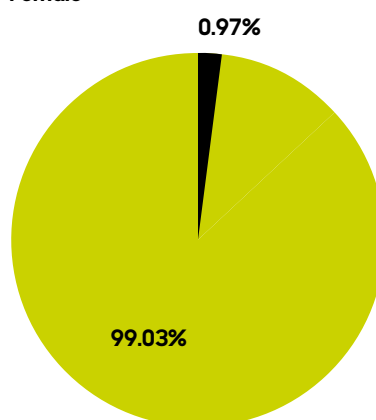
In comparison to data from March 2018, the mean has increased by 2.24%, whereas the median has decreased by 16.67% as less people received bonuses compared to previous year.

Proportion of colleagues awarded a bonus in 2019/2020

Male



Female



This shows that a higher proportion of men being paid a bonus in 2019/20. Compared to 2017/18 the percentage of bonus awarded has decreased for both genders.

- Received a bonus
- Did not receive a bonus

Pay Quartiles

The table below illustrates the gender distribution across the college in four equally sized quartiles.

Quartile	March 2020			
	Female (%)	Male (%)	Mean Hourly Pay Gap (%)	Median Hourly Pay Gap (%)
Lower	62.41%	37.59%	-3.06%	-11.6%
Lower Middle	53.49%	46.51%	4.33%	8.39%
Upper Middle	44.03%	55.97%	1.17%	0%
Upper	56.59%	43.41%	10.16%	0%
TOTAL	54%	46%	7.32%	13.78%

The quartiles have been split as equally as possible following government guidance. Overall we have a higher percentage of women across the college.

In the lower quartile we have a large percentage of women in administration roles, they are paid higher than the male colleagues who are mainly in caretaker and porter roles in this quartile. The lower middle quartile has a range of roles including learning support, trainer/assessors and lower level teachers, with males dominating the higher hourly rates in the quartile due to their length of service, however this will be mitigated as females progress through the annual increments and reach the top of scale for their respective roles. The upper middle quartile is where the teacher roles reside and we have more males than females in these roles, the mean gap of 1.17% is marginal between the males and females. The main changes this year is to the upper quartile median figure at 0% difference in hourly rates which has reduced from 2018 by 3.5%. The total median has increased slightly by 2.62%.

Conclusions

We are confident that men and women are paid equally for doing equivalent jobs across our business. We continue to take action to address any gaps and to make sure our policies and practices are fair.

Whilst we have a relatively low gender pay gap we are not complacent and are continually reviewing our processes to impact on the gap. In particular, through our People and Remuneration Committee and Equality and Diversity steering groups we have a dedicated sub group addressing issues associated with gender.

