



Gender Pay Gap Report 2021

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.

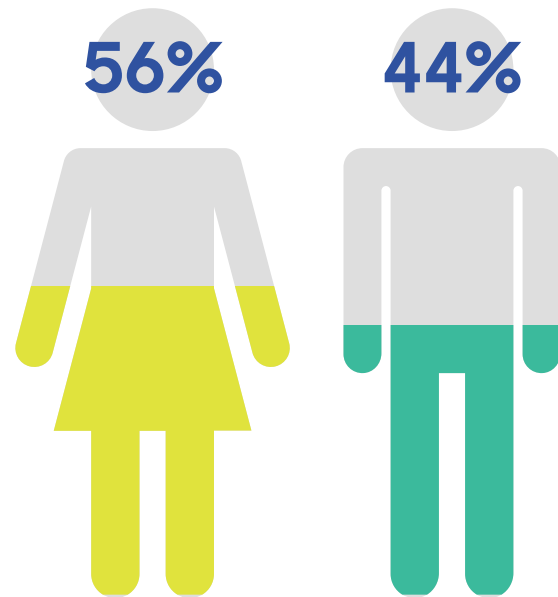
Median – The median hourly rate is calculated by ranking all colleagues from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between the hourly wage of the middle paid woman and the hourly wage of the middle paid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

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

THE FACTS AND FIGURES.

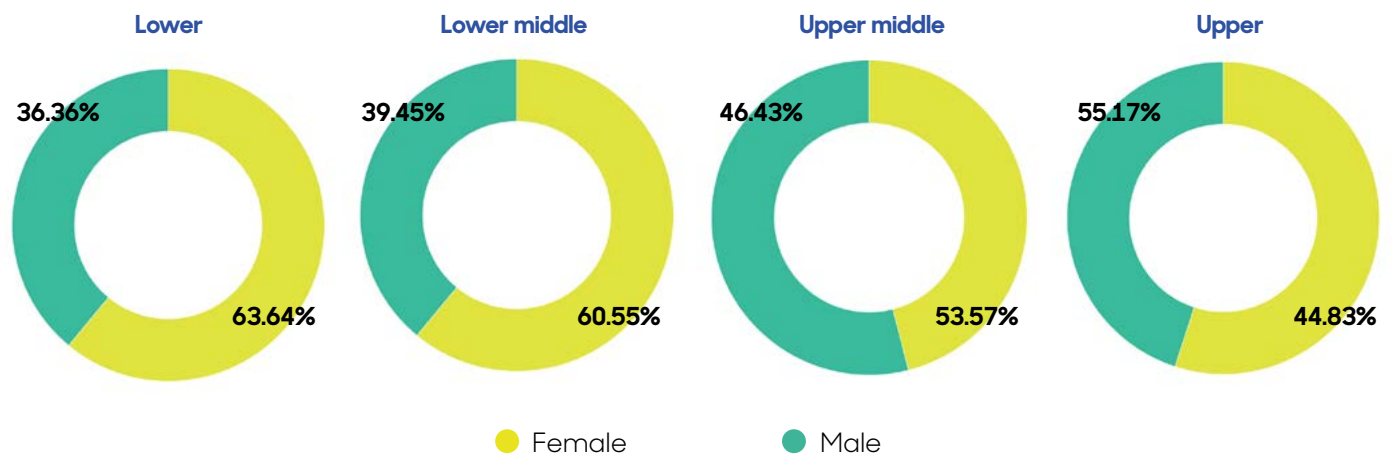
Our colleagues

Breakdown of male/female staff.



Gender distribution (March 2021)

Breakdown of male/female staff by quartile.



Hourly pay figures

In comparison to 2020, the mean has decreased by 1.2%, and the median stayed the same. This compares slightly favourably with the national average median of 15.4% as at the last report from the Office of National Statistics. The median pay gap is considered the better indicator of average earnings as there is an equal probability of falling above and below.

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.

March 2020		March 2021	
Mean	Median	Mean	Median
7.3%	13.8%	6.1%	13.8%



Pay Quartiles

The tables below presents the gender distribution across the college in four equally sized quartiles in line with government guidance. Table 1 illustrates the position at March 2020 and Table 2 shows the progress at March 2021.

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%	7.3%	13.8%

Quartile	March 2021			
	Female (%)	Male (%)	Mean Hourly Pay Gap (%)	Median Hourly Pay Gap (%)
Lower	63.64%	36.36%	-2.31%	-5.83%
Lower Middle	60.55%	39.45%	3.03%	4.07%
Upper Middle	46.43%	53.57%	0.40%	0%
Upper	55.17%	44.83%	3.28%	-7.48%
TOTAL	56%	44%	6.1%	13.8%



WHAT DO THE FIGURES TELL US?



We are confident that men and women are paid equally for doing equivalent jobs across the college, although that doesn't mean that we don't have a gender pay gap. However, our figures show that, in relation to gender pay gap, we are performing better than the national average median (15.4% for all staff).

Although we have a relatively low gender pay gap, we regularly review our processes and practices to make a positive impact on the gap. We do this in a number of ways with oversight provided by the People and Remuneration Committee and the Equality, Diversity and Inclusion Steering Group.

Overall we employ a slightly higher percentage of women across the college, with the greatest difference in the lower quartile. In this quartile we have a large percentage of women in administration roles, which are paid higher than male colleagues in this quartile, who are mainly employed in caretaker and porter roles.

The lower middle quartile has a range of roles including learning support, trainer/assessors and teachers at the bottom of their scale. This quartile also has a greater percentage of female colleagues. The gap here arises from the percentage of male colleagues on a higher hourly rate due to their length of service. This historical gap will diminish as female colleagues progress through the annual increments and reach the top of scale for their respective roles.

The upper middle quartile is where the majority of teacher roles are and there are slightly more males than females in these roles. The mean gap of 0.40% is marginal and the median is 0%, as colleagues in these roles receive the same hourly rate.

The main change this year is to the upper quartile median figure which moves from 0% to -7.4%. This is because a number of females were recruited to roles which started in the last year.

HOW ARE WE PERFORMING?

