

Gender Pay Gap Report 2023

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.

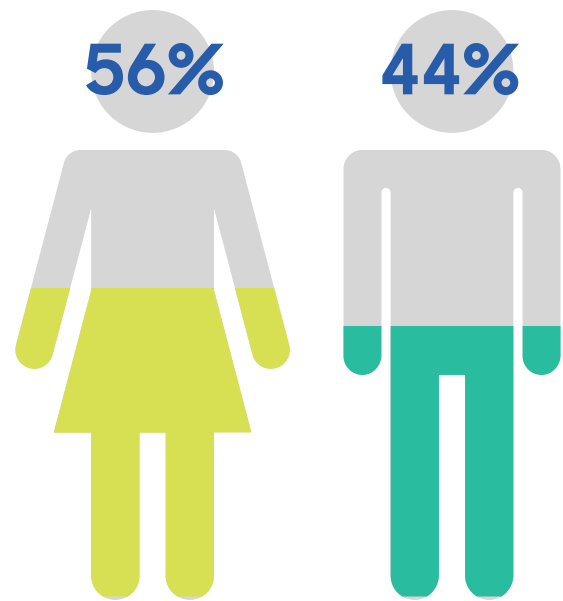
Median – The median hourly rate is calculated by ranking all colleagues from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between the hourly wage of the middle paid woman and the hourly wage of the middle paid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

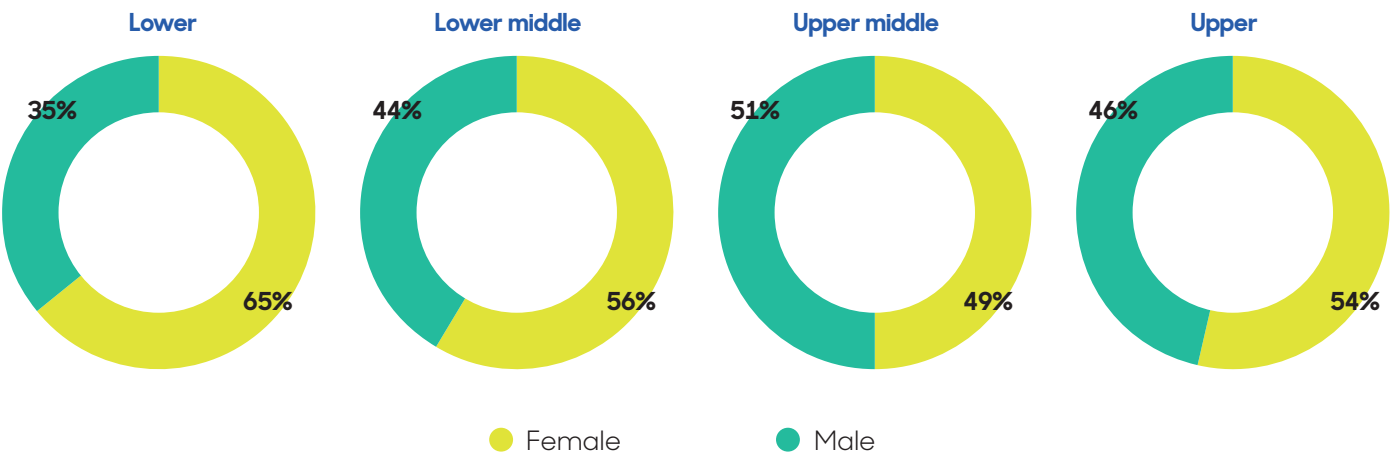
Our colleagues

Breakdown of male/female staff.



Gender distribution (March 2023)

Breakdown of male/female staff by quartile.



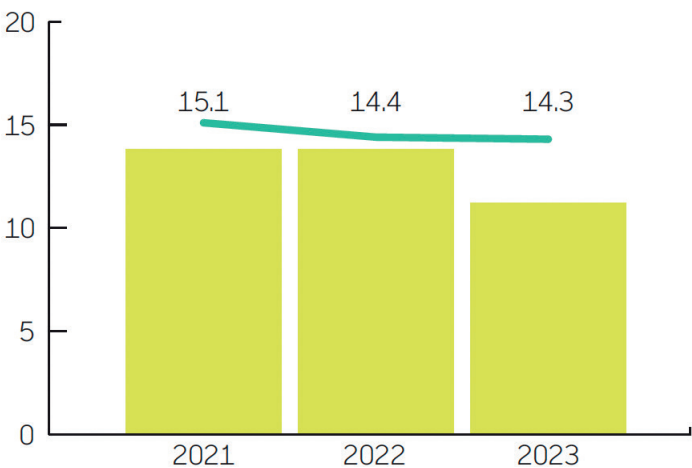
Hourly pay figures

The national average gender pay gap reported by the ONS for 2023, demonstrates the slow decline in the gender pay gap, from 15.1% in 2021, to 14.3% in 2023. The gender pay gap in the North East stands at 11.8% and for Gateshead is 7.2%.

Figure 1 represents the trend in gender pay gap for the median hourly earnings. Our median gender pay gap of 11.2% remains better than the pay gap in the UK workforce and is slightly better than the pay gap in the North East. An analysis of the reasons for this movement is provided in the 'what do the figures tell us?' section.

March 2022		March 2023	
Mean	Median	Mean	Median
8.8%	13.8%	7.4%	11.2%

Figure 1: Trends in gender pay gap for median hours earnings – 2021 to 2023 (%)



Pay quartiles

The tables below present the gender distribution across the college in four equally sized quartiles. Table 1 illustrates the position in March 2022 and Table 2 shows the progress at March 2023.

Table 1

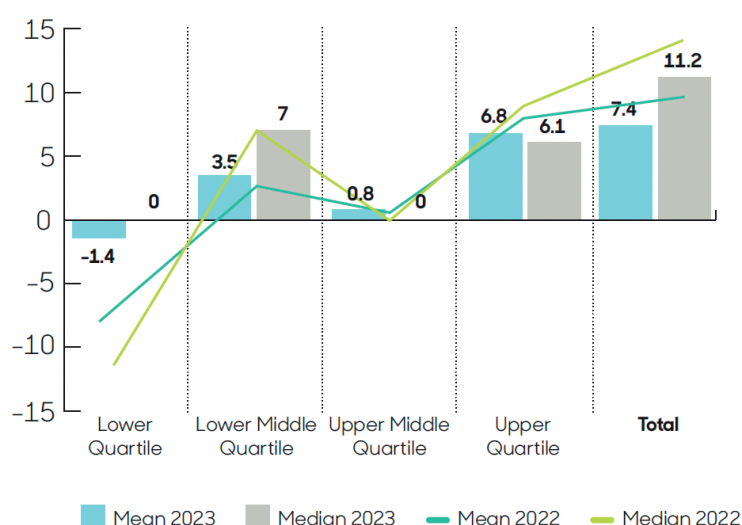
Quartile	March 2022			
	Female (%)	Male (%)	Mean Hourly Pay Gap (%)	Median Hourly Pay Gap (%)
Lower	64%	36%	-8.6%	-11.9%
Lower Middle	58.5%	51.5%	2.3%	7.1%
Upper Middle	50%	50%	0.7%	0%
Upper	53.5%	46.5%	7.4%	8.5%
TOTAL	56.5%	43.5%	8.8%	13.8%

Table 2

Quartile	March 2023			
	Female (%)	Male (%)	Mean Hourly Pay Gap (%)	Median Hourly Pay Gap (%)
Lower	64.6%	35.4%	-1.4%	0%
Lower Middle	55.8%	44.2%	3.5%	7%
Upper Middle	49.2%	50.8%	0.8%	0%
Upper	54%	46%	6.8%	6.1%
TOTAL	55.9%	44.1%	7.4%	11.2%

Figure 2 represents the movement in the gender pay gap for the college across the four quartiles. Our 2023 mean and median gender pay gap of 7.4% and 11.2% respectively, is an improvement on the pay gap reported in 2022.

Figure 2: Trend in gender pay gap by quartile - 2022 to 2023 (%)



Bonus differentials

The college does not make bonus payments.

WHAT DO THE FIGURES TELL US?

The college employs more females than males, with a large proportion in the lower quartile which has remained consistent over the last two years. The distribution of female employees across the quartiles remains largely unchanged from 2022, however there has been a small increase in the number of females in the lower middle quartile.

Across all quartiles, there is a +7.4% mean hourly pay gap and an +11.2% median hourly pay gap. This indicates an overall disparity in favour of men when it comes to hourly pay within the college.

The mean pay gap in the lower quartile indicates that, on average, women in this quartile earn slightly more than men. The median indicates that there is no gender pay gap and equal pay for men and women in this quartile.

In the lower quartile the -1.4% pay gap has closed significantly from -8.6% in 2022, which last year favoured women. This was due to a significant percentage of women in administration roles who were paid higher than male colleagues in this quartile who were mainly in caretaker and porter roles. In April 2022, changes to the pay scale were made that resulted in all staff on the bottom pay scale moving up the scale and sitting within the same band as those in more administrative roles. This impacted upon the 2022/23 pay rates and therefore the mean hourly rate, closing the pay gap previously seen in this quartile.

The lower middle quartile has a range of roles including learning support, trainer/assessors, learning facilitators and teachers. There are a higher proportion of females in this quartile, however the mean pay gap is +3.5%, indicating that, on average, men earn more than women in this quartile. This is due to a larger proportion of males in teaching roles, whereas females within this quartile on a lower salary scale are in learning support and learning facilitator roles. It's not due to females being paid less for doing the same job.

The upper middle quartile contains the bulk of teacher roles, and we have an almost equal distribution of males and females in this quartile. The mean pay gap is +0.8% and the median is 0%, suggesting a relatively balanced distribution of hourly pay between genders.

The pay gap in the upper quartile shows a small improvement in comparison to the 2022 data, with a mean hourly pay gap of +6.8% and a median pay gap of +6.1%. The appointment of three female directors has contributed to reducing the gap. However, due to the most senior positions being held by males resulting in a higher hourly rate, the mean and median differences exist within this quartile.



HOW ARE WE PERFORMING?

While 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 an imbalance of female staff in the two lower quartiles and 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 focused action.



WHAT ACTION WILL WE TAKE?

Review and address occupational segregation: We'll analyse whether certain departments or job roles are disproportionately occupied by one gender and implement strategies to encourage diversity in roles that have traditionally been dominated by one gender, to contribute to a more balanced gender representation. This is particularly the case in the lower middle quartile, where females currently occupy the majority of learning support and learning facilitator roles and males the teaching roles.

Diverse job postings: We'll review our processes and policies for the use of inclusive language to attract a diverse pool of candidates, with particular focus on roles that fall in the lower middle quartile to ensure we attract males in these areas. This will be monitored by tracking the diversity data of applicants.

Flexible working policies: We'll continue to promote flexible working arrangements to support employees in balancing work and family responsibilities. This will involve supporting managers to promote and apply policies in a way that demonstrates fairness and consistency.

Enhance family-friendly policies: We'll review current family friendly policies and develop proposals to enhance our current offer to help create a supportive environment for employees with family responsibilities. For example, competitive paternity leave can attract talent and could therefore support the recruitment of men into the lower middle quartile.

The agreed actions will be monitored by our Equality, Diversity and Inclusion Steering Group with the oversight of our People Committee.