

Gender Pay Gap Report 2024

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.

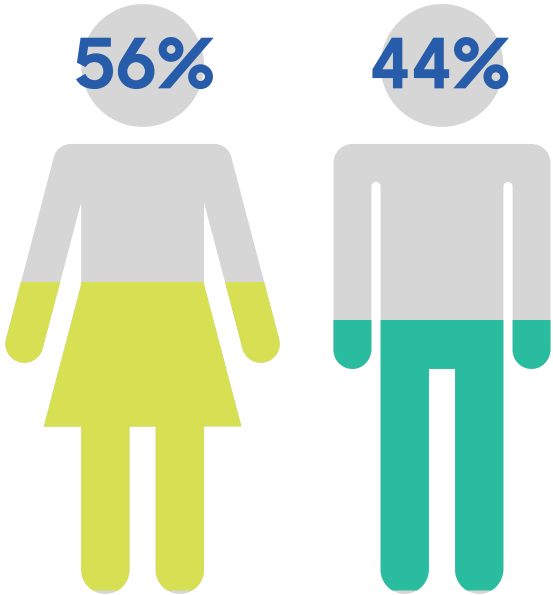
Median – The median hourly rate is calculated by ranking all colleagues from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between the hourly wage of the middle paid woman and the hourly wage of the middle paid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

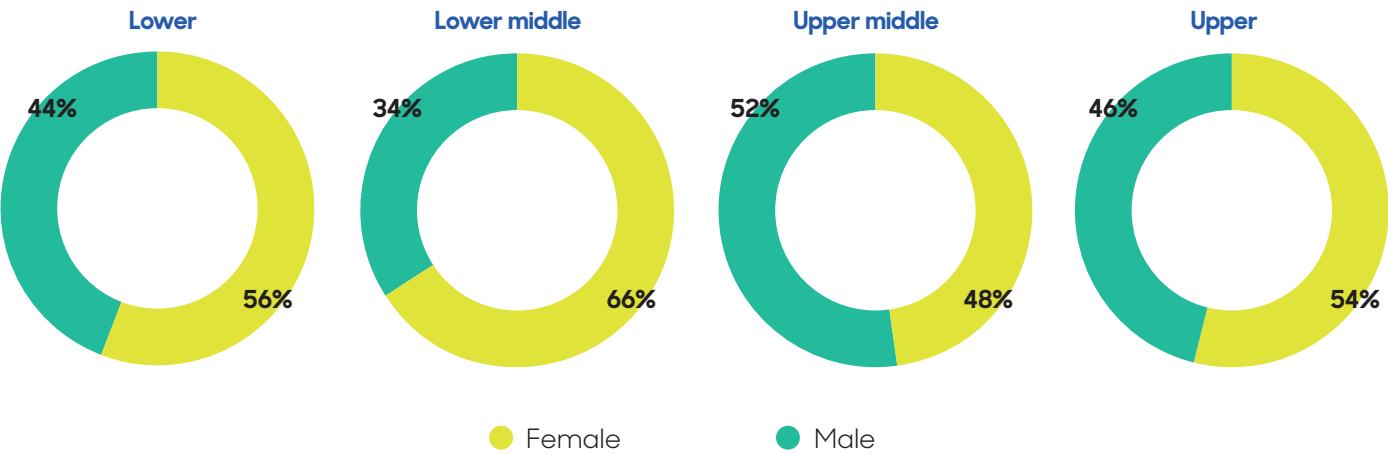
Our colleagues

Breakdown of male/female staff.



Gender distribution (March 2024)

Breakdown of male/female staff by quartile.



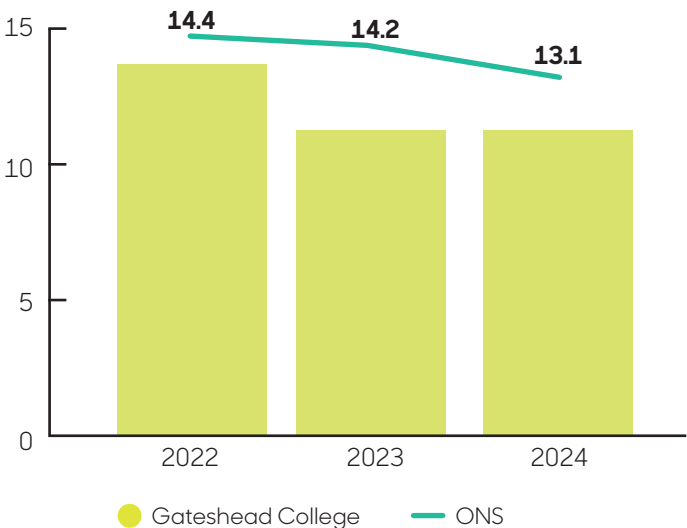
Hourly pay figures

The national average gender pay gap reported by the ONS for 2024 (13.1%), demonstrates a decline in the gender pay gap, from 14.4% in 2023. The gender pay gap in the North East stands at 11.2% and for Gateshead is 10.4%.

Figure 1 represents the trend in UK gender pay gap for median hourly earnings from 2022 to 2024. The college's median gender pay gap of 11.2% remains better than the national workforce average and is consistent with the pay gap in the North East.

March 2023		March 2024	
Mean	Median	Mean	Median
7.4%	11.2%	6.6%	11.2%

Figure 1: UK Trends in gender pay gap for median hours earnings - 2022 to 2024 (%)



Pay quartiles

The tables below present the gender distribution across the college in four equally sized quartiles. Table 1 illustrates the position in March 2023 and Table 2 shows the progress at March 2024.

Table 1

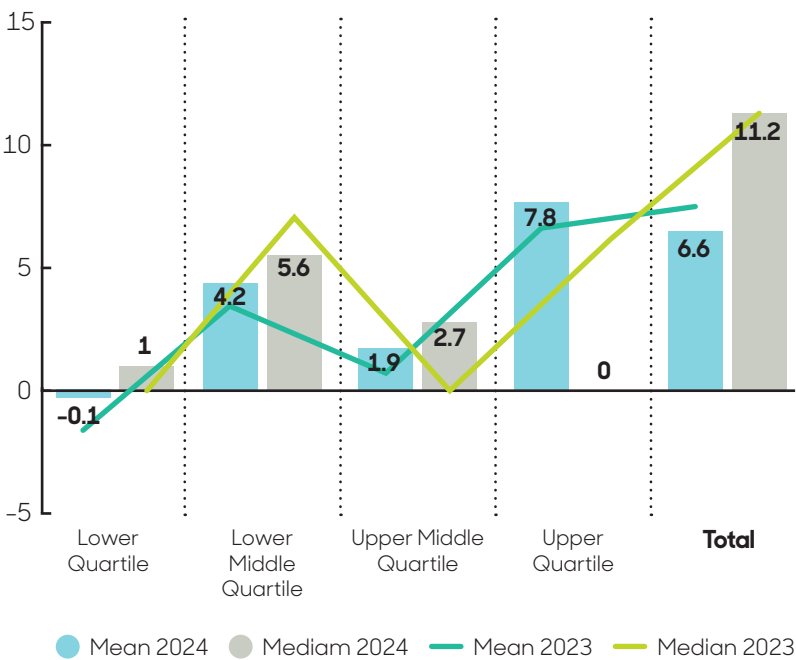
Quartile	March 2023			
	Female (%)	Male (%)	Mean Hourly Pay Gap (%)	Median Hourly Pay Gap (%)
Lower	64.6%	35.4%	-1.4%	0%
Lower Middle	55.8%	44.2%	3.5%	7%
Upper Middle	49.2%	50.8%	0.8%	0%
Upper	54%	46%	6.8%	6.1%
TOTAL	55.9%	44.1%	7.4%	11.2%

Table 2

Quartile	March 2024			
	Female (%)	Male (%)	Mean Hourly Pay Gap (%)	Median Hourly Pay Gap (%)
Lower	56%	44%	-0.1%	1%
Lower Middle	66%	34%	4.2%	5.6%
Upper Middle	48%	52%	1.9%	2.7%
Upper	54%	46%	7.8%	0%
TOTAL	56%	44%	6.6%	11.2%

Figure 2 represents the movement in the gender pay gap for the college across the four quartiles.

Figure 2: Trend in gender pay gap by quartile - 2023 to 2024 (%)



Bonus differentials

The college does not make bonus payments.

WHAT DO THE FIGURES TELL US?

The College employs more females (56%) than males (44%), with a larger proportion of females in the lower quartile (56%) and lower middle quartile (66%). The distribution of female employees across these quartiles has remained largely consistent from 2023, though there has been a notable movement of females between the lower and lower middle quartile, with the proportion of females in the latter rising from 56% in 2023 to 66% in 2024. 63% of new starters within this category were female, contributing to the rising number of females in this quartile.

Across all quartiles, there is a +6.6% 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, with a mean pay gap of -0.1%. The median pay gap of 1% suggests that there is a minimal gender pay gap, indicating nearly equal pay for men and women in this quartile.

In the lower quartile, the mean pay gap has closed from -1.4% in 2023 to -0.1%, which previously favoured women. The changes made to the pay scale in April 2022 resulted in all staff at the bottom of the scale moving up to the same band as those in administrative roles. This adjustment alongside a more equal balance of males and females in the category, continues to reduce the previous pay gap, which had existed due to a significant number of women in higher-paid administrative roles in this quartile compared to males in the quartile, who were predominantly in lower paid caretaker and porter positions.

The lower middle quartile includes various roles, including learning support, trainer/assessors, learning facilitators, and teachers. There is a higher proportion of females in this quartile (66%). The mean pay gap is +4.2%, indicating that, on average, men earn more than women in this quartile. However, the median pay gap has decreased from 7% in 2023 to 5.6% in 2024. This is due to a larger proportion of males occupying higher-paid teaching roles, while females are more often in different and lower paid learning support and learning facilitator roles. This difference is not because females are being paid less for the same job.

The upper middle quartile primarily consists of teacher roles, with a fairly balanced gender distribution of 52% males and 48% females. The mean pay gap is +1.9%, and the median pay gap is +2.7%, indicating that, on average, men earn more than women in this quartile. This disparity arises because the males and females within this quartile are doing different roles within the college. The males in this quartile are mainly in higher-paying teaching positions, while the females in this quartile are predominately support staff on a lower salary scale. This difference is not due to females being paid less for the same job.

The pay gap in the upper quartile shows an improvement in comparison to the 2023 data. The mean hourly pay gap increased from 6.8% to 7.8%, while the median hourly pay gap decreased significantly from 6.1% to 0.0%. The appointment of three female directors has contributed to reducing the gap. However, due to most of the senior post-holder positions being held by males, mean differences still exist within this quartile.



HOW ARE WE PERFORMING?

While we have a relatively low gender pay gap in comparison to the national average and are in line with the regional gender pay gap figures 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 WE'VE DONE SINCE 2023.

Inclusive language and gender decoding tools have been used in job postings to attract a diverse pool of candidates across all roles at the College.

The diversity data of applicants has been tracked and analysed to monitor the effectiveness the Colleges shift to more inclusive recruitment practices.

The College's Flexible Working Procedure was updated to reflect legislative changes that came into effect in 2024 and to support staff to balance work and family responsibilities. Managers have been supported by the People Team to promote and apply these policies fairly and consistently.



WHAT ACTION WILL WE TAKE?

Review and address occupational segregation: We will 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 within this quartile.

Succession planning approach: We will develop a strategic approach to succession planning that includes development programs and mobility opportunities to upskill staff and ensure a more balanced distribution of genders in higher-paying roles. By providing targeted development and mobility opportunities, we aim to reduce the overall gender pay gap within the College, particularly in the lower middle quartile

Diverse job postings: We will 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 and hybrid working policies: We will review and continue to promote flexible and hybrid working arrangements to support all staff 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 will 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 form part of our EDI action plan and be monitored by our Equality, Diversity and Inclusion Steering Group with the oversight of our People Committee.

