



Gender Pay Gap Report 2018

Executive Summary

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The calculations compare hourly rates of male and female staff at a snapshot date which, for this year, is 31 March 2018. This is the second year of the new regulations and the first in which we are able to consider any trends in our figures.

Although we continue to have a gender pay gap, it has narrowed overall this year. Looking at the two key figures:

Our mean difference in hourly rate has reduced from 10.4% to 7.7%.

Our median difference in hourly rate has reduced from 32.5% to 27.5%

Our gender pay gap would be much less if we were to contract out Cleaning and Catering staff. We continue to employ those staff directly because we believe that it is better for them to be part of the College team and to receive the additional benefits we provide e.g. membership of the Local Government Pension Scheme.

Background

We are required to publish, on our own website and a central government site, the following six calculations:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

It is important to understand what the calculations are not:

- they do not specifically ask whether males and females are paid the same for doing the same job or work of the same value. That has long been the subject of equal pay legislation;
- they do not weight the analysis according to how many hours each person works. A person working two hours a week on an occasional basis is weighted the same as a full time permanent employee;
- they do not include a factor for the overall figure of males and females in the workforce. For instance, in an organisation if the top quarter of employees by

earnings were 50% female it might seem fair. However, if you then learned that 90% of the staff overall were female then it would be concerning.

The calculations are:

- a means of identifying the distribution of hourly rates across the organisation;
- a way to see whether males or females are disproportionately represented in jobs that pay the least or the most;
- a way to see whether males or females are more or less likely to get a bonus and, if they do, whether their bonus is likely to be larger or smaller.

Our published figures for the year ended 31 March 2018

1. The mean difference in hourly rate of pay 7.7%
2. The median difference in hourly rate of pay 27.5%
3. The mean difference in bonus pay 23.9%
4. The median difference in bonus pay 40%
5. The percentage of employees who received bonus pay Male: 21.7% Female: 30.4%
6. Proportion of employees by pay quartile: upper, upper middle, lower middle and lower

	Men %	Women %
Quartile 1 (lowest)	26.4	73.6
Quartile 2	29	71
Quartile 3	27.6	72.4
Quartile 4 (highest)	33.2	66.8

Notes:

- a) In the case of 1-4 above, the female percentage is the lower.
- b) The 'bonus' is the Support Staff Standards Payment which is paid annually to such staff. It is £320 for a full time member of staff and is paid pro-rata to part timers. The gap is so large because men are more likely to work full time.

Analysis

Our figures are for 772 staff of whom overall 29% are male and 71% are female. This compares with last year when 30% were male and 70% were female. At every level there are more women than men, but women are disproportionately over-represented at the lowest level and slightly under-represented at the highest level. Typical jobs in the bottom quartile are Catering Assistants, Cleaners and Invigilators. While it is notable that there are 2.6% more women among those staff than would represent parity, it is also important to be aware that the actual hours worked by these staff is typically very low, particularly for Invigilators. As mentioned above, the calculations are not weighted to reflect this. By contrast, typical jobs in the top quartile are senior Teachers, Directors, Teachers of HE and Senior Management. There is still a majority of women in this quartile but it is 4.2% less than would be expected given the gender balance of our overall workforce.

Trends

As this is the second year of reporting, we are able to take an initial look at trends.

Measure	Year to 31.03.17	Year to 31.03.18	Change
% mean difference in hourly rate	10.4	7.7	2.7
% median difference in hourly rate	32.5	27.5	5

% mean difference in bonus	25	23.9	1.1
% median difference in bonus	38.5	40	1.5
% difference in men/women receiving bonus (negative figure indicates more women)	-10.9	-8.7	2.2

Percentages in each quartile on 31 March

	Men			Women		
	2017	2018		2017	2018	
Q1 (low)	27	26.4		73	73.6	0.6% increase in women
Q2	30.5	29		69.5	71	1.5% increase in women
Q3	26.4	27.6		73.6	72.4	1.2% decrease in women
Q4 (high)	37	33.2		63	66.8	3.8% increase in women

The above shows that the numbers of women in low paid jobs grew slightly as a percentage compared with men although the increase is less than the increase in the percentage of women in the College overall. There was a significant increase in women in the highest pay quartile. It is this that is behind the narrowing of the mean and median pay gaps overall.

Summary and next steps

In last year's report, we proposed a number of steps to consider in order to help address the gender pay gap. They are listed below, along with the outcome since the last report:

1. Analyse whether men are more likely to be offered opportunities to train for management than women. *This was done and it was found that men and women access training in exact proportion to the numbers employed.*
2. Carry out fresh training for managers involved in recruitment on equal opportunities and fair selection e.g. to ensure that men are equally considered for lower paid jobs. *An employment lawyer, with the DoP&CS, carried out compulsory training for line managers in June 2018 on equal opportunities in work, with a particular focus on selection.*
3. Consider the introduction of coaching and shadowing opportunities for women interested in entering management. *This was considered but not implemented given the increasing numbers of women securing management roles in the interim and our commitment to appointing the best candidate irrespective of gender.*
4. Consider whether the Support Staff Standards Payment should be paid at the same rate irrespective of hours worked. *This was considered but not agreed on the basis that it would be unfair for full time workers and unaffordable.*

In the coming year we will:

1. Continue to monitor applications for employment and for promotion by gender.
2. Continue to monitor access to training for management.
3. Work with colleagues in the sector to consider ways to reduce the gap.
4. Seek benchmarking data in the sector through employer associations.