



Gender Pay Gap Report 2023

Executive Summary

Gender pay reporting legislation requires employers with 250 or more employees to publish 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 2023.

The majority of the workforce at Peter Symonds College is female. The overwhelming majority of those who apply for all our jobs are female and particularly so in the first quartile. This is largely due to the fact that a large proportion of our vacancies are term-time only, thus appealing to those looking to juggle work and family, which in our society is traditionally more likely to be women. We advertise in media which is accessible, using TES, FE Jobs, Indeed, the Government's 'Find a Job' service (replacement for the job centre) and local recruitment fairs. We have also advertised recently in a local free magazine in order to target people who may not be as computer literate as others. We analyse data from the application process which shows that the sex of those appointed is in proportion to that of applicants.

Recruitment is always anonymous, short-listers are not privy to any personal information about applicants prior to interview. Appointments are made based on scoring for criteria in the job description and performance during the interview process, irrespective of protected characteristics.

It is important to note that factors within pay systems that can lead to inequalities such as individuals being appointed to different points on the pay scale dependent on sex, different job and grade titles for virtually the same job, men having disproportionate access to bonus earnings, performance related pay being unfairly awarded, women not receiving the same access to learning opportunities and sex bias in analytical job evaluation schemes grading women's jobs lower are not factors within the College.

1.1. Legislation

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations that employ over 250 employees are required to report annually on their gender pay gap. Other organisations with 250 or more

employees will need to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

1.2. Data Requirements

Included in the data, is the full time equivalent of employees' pay as of 31 March 2023, as well as any non-consolidated performance related awards paid between 1 April 2022 and 31 March 2023. It uses all basic pay including salary sacrifice, allowances, and paid leave. The data includes all College staff paid via the payroll, including employees. There are no contractors paid via the payroll in the College, so no contractor information has been included in the calculations.

1.3. College's Pay Structure

For the purposes of this report, the College consists of the Sixth Form site and the Adult & Higher Education Division.

The College uses pay scales and a grading structure. For support staff, each position has a set pay range with spine points within the range, or it is assigned to the National Minimum Wage. Teaching staff are placed on a point within a 9-point range dependant on experience. Staff, irrespective of gender, are expected to progress through the pay range for their grade on an annual basis where their performance is good or better, irrespective of any protected characteristic, until they reach the top of the scale.

The College uses the NJC range for support staff ranging from Pay Point 3 (catering/cleaning level grade) to Pay Point 42 (managerial level grade). The employee is generally assigned to a pay range, commensurate with the level of the position, which incorporate a number of pay points, allowing some pay progression year on year. Teaching staff are paid on a 9-point scale and generally move through the scale 1 step at a time, yearly.

1.4. Gender make-up of the College

Whilst the College's overall workforce was made up of 70.53% females and 29.46% males as at 31 March 2023, the Senior Management Team is not consistent with the split, having 60% male and 40% female. This is reversed in the DoCS team, which is a 40% male and 60% female cohort. In the wider Heads of Subject and Departmental Managers, the split more closely follows the overall workforce, with a 38% male and 62% female split.

Cohort	Total	Female	Male
Senior Management Team	5	2 (40%)	3 (60%)
DoCS	5	3 (60%)	2 (40%)
Heads of Subject/Dept. Managers	50	31 (62%)	19 (38%)

1.5. Diversity and Inclusion at the College

Building a diverse and inclusive workforce is one of the College's EDI priorities. Our aim is to make the College a recognised inclusive employer. We aim to create opportunities for all fairly, regardless of gender, ethnicity, or any other personal characteristic.

The College has a variety of staff networks and groups for all employees to join, regardless of whether they identify as having a characteristic associated with the network; everyone is welcome to get involved.

2. Gender Pay Gap Report

2.1. Overview

The gender pay gap is a high-level snapshot of pay within an organisation and shows the difference in the average pay between all men and women in a workforce. If a workforce has a particularly high gender pay gap, this can indicate there may be several issues to deal with.

2.2. Gender pay gap versus equal pay

The gender pay gap is different to equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. A gender pay gap does not equate to the existence of an equal pay problem, albeit a gender pay gap may be a trigger for further investigation about the reasons why the gap exists.

2.3. Requirements of report

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

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 and females receiving a bonus payment
6. proportion of males and females in quartiles derived by pay

The report is a means of identifying the distribution of hourly rates across the organisation; whilst checking to see whether males or females are disproportionately represented in jobs that pay the least or the most. Additionally, it shows 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.

2.4. Limitations of report

The calculations to arrive at the figures for this report do not specifically ask whether males and females are paid the same for doing the same job or work of the same value. This is the subject of equal pay legislation.

There is no weighting allowed for in 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.

There is not a factor built into the report 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.

2.5. Published Gender Pay Gap Figures

Table 1 – Averages

Our published figures for this year (ended 31 March 2023) and the preceding 2 years			
	2023	2022	2021
The mean difference in hourly rate of pay	8.52%	9.16%	3.7%
The median difference in hourly rate of pay	44.04%	39.5%	13.5%
The mean difference in bonus pay	24.79%	21.22%	22.8%
The median difference in bonus pay	43.86%	39.18%	39.9%
The percentage of employees who received bonus pay* The 'bonus' is the Support Staff Standards Payment which is paid annually to such staff. It was £370 for a full-time member of staff and was paid pro-rata to part timers. The gap is so large because men are more likely to work full time.	Male	Male	Male
	23.56%	21.86%	22%
	Female	Female	Female
	34.34%	34.45%	33.3%

Table 2 – Quartiles

Proportion of eligible employees by pay quartile: upper, upper middle, lower middle and lower						
	Men %			Women %		
	2023	2022	2021	2023	2022	2021
Quartile 1 (lowest)	23.86	26.78	25.3	76.14	73.22	74.7
Quartile 2	28.25	24.59	31.5	71.75	75.41	68.5
Quartile 3	33.71	32.79	27.5	66.29	67.21	72.5
Quartile 4 (highest)	32.02	30.6	32.6	67.98	69.4	67.4

Table 3 – Staffing

Staffing			
	2023	2022	2021
Total staff	706	732	712
Male staff	208 (29.46%)	210 (28.69%)	208 (29.21%)
Female staff	498 (70.53%)	522 (71.31%)	504 (70.79%)

Analysis

Table 1 - Averages

These results show that the College has a slight decrease in the mean difference in hourly rate of pay, however, there is an increase in the median difference and in the mean and median difference in bonus pay. There has been a slight increase in the percentage of men who receive bonus pay, which is indicative of an increase in male support staff this year.

The large median gap is explained by the fact that the workforce has only 39 men on minimum wage, but 95 women. This skews the middle (median) value, as the College has a large proportion of invigilators and catering staff and cleaners which are traditionally held by female staff.

Table 2 - Quartiles

These results show the College has a steady workforce in terms of split of male to female, which hovers around a 30/70 percent split. There is, however, a slightly higher ratio of female to male in the lowest quartile, reflecting the prevalence of females taking up the lowest paid jobs, particularly invigilating, catering and cleaning positions. This is not unusual for colleges and schools, as the hours, particularly for support staff, tends to attract females. Whether this is due to the attractiveness of the 'term-time only' contract, or the flexibility we provide for part-time arrangements which fit in with caring/child care responsibilities is uncertain. It is useful to note that the number of men in each quartile is evenly spread, showing there are not disproportionately more men in the upper quartiles.

Table 3 - Staffing

This shows our overall staffing numbers have dropped slightly. This is likely to be reflecting an increase in full time staffing where part time arrangements were in place previously (thereby reducing the overall headcount).

Summary and next steps

The Equal Opportunities Policy summarises the College's commitment to key priorities and specific 'impact intentions' covering all protected characteristics and embraces all members

of the College community. Additionally, the analysis of gender pay gap is considered annually by the Governors to consider whether specific actions are required. As a whole, the College is committed to tackling inequality, breaking down barriers and challenging unfairness to ensure opportunities and experiences which help staff reach their full potential.

Carolyn Godrich

Director of Personnel

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