

Gender Pay Gap Report for 2024 reporting year

Introduction

The gender pay gap (GPG) is defined as the difference between the average pay of men compared to the average pay of women (the mean). The median pay gap is the difference between the midpoints in the ranges of hourly earnings of male and female employees. The gender pay gap is usually bigger if in practice women do more of the less well-paid jobs than men.

Gender pay is not the same as 'equal pay'. The Gender Pay Gap is the difference between the average pay of men compared to the average pay of women across the college. This means that if women do more of the less well-paid jobs than men the gender pay gap will be bigger.

Equal pay covers the requirement for men and women to be paid at the same rate for performing the same work, or work that is considered to be of equal value. The College has a long-standing equal pay/salary setting framework where rates of pay are set according to the role and not based on the individual undertaking the role. This is designed to deliver equality, fairness and transparency when setting pay.

Having a transparent pay system means that we can be confident that our gender pay gap is driven by the structure of our workforce i.e., the concentration of more males in more senior positions and in investigating the reasons for this. It allows us to then look at potential strategies to reduce our pay gap.

The College is committed to advancing equality of opportunity and ensuring staff are treated fairly and equitably, not least in the area of pay.

Gender Pay Gap figures as at 31st March 2024

Mean Gender Pay Gap	10.6%
Median Gender Pay Gap	20.2%

This tells us that on average women, earn 80p for every £1 that men earn when comparing median hourly pay and that women's mean hourly pay is 10.6% lower than men.

Bonus Pay Gap as at 31st March 2023

We are also required to report on the pay gap in bonus payment. No staff receive a bonus since the Support Staff Standards Payment Scheme was discontinued in September 2023 therefore, we have a 0% bonus pay gap.

Pay Quartiles

This is the proportion of male and female when hourly rates are ranked in order from the highest to the lowest and then split into four groups (quartiles) Lower quartile represents the lowest salaries and the upper quartile represents the highest salaries.

Quartile	Male	Female
Lower Quartile	28%	72%
Lower Middle Quartile	37%	63%
Upper Middle Quartile	36%	64%
Upper Quartile	39%	61%

Background information.

The figures in this report are based on the hourly rates of pay for staff employed at the College as at 31st March 2024 (the snapshot date) and looks at the hourly rate of so called 'full pay relevant employees'. These are all employees who were earning their normal rate of pay in the period in which the snapshot date fell. Anyone on unpaid leave, reduced pay due to maternity/paternity leave etc. are excluded from the data.

The hourly rate of pay for staff is calculated on gross basic pay, management allowances and additional payments. We are however required to calculate the hourly rate after the deduction of any salary sacrifice payments that apply to individual staff (i.e. childcare vouchers). Overtime pay is not included.

The College employs staff on two different contracts – teaching terms and conditions and support staff terms and conditions. We have therefore used two different multipliers to calculate the hourly rate – i.e. 32.45 for teaching staff and 37 for support staff. (Based on standard hours/weeks work as specified in relevant terms and conditions.

Comments.

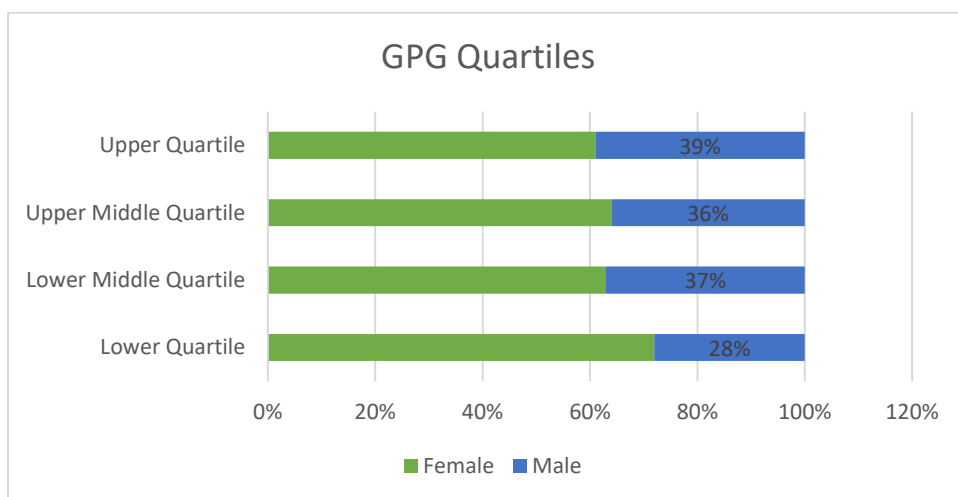
Women occupy 61% of highest paid jobs (an increase from last year of 2%) and 70% of the lowest paid (a decrease of 1%)

The mean gender pay gap of 10.6% is a 3% increase on last year which is because of an increase in Males in the upper middle quartile which has had a disproportionate impact on our overall Gender pay gap. This is because whilst we have fewer male employees the majority of them are employed in the upper two quartiles. Women make up the majority of the workforce in the lower quartiles. The current UK GPG is 14.3% for all employees.

We are seeing a year-on-year increase in females in our upper quartile which has increased from 52% in 2022 to 59% in 2023 to 61% in 2024. This is balanced by the increase in Males in our Upper Middle Quartile where we now have 36% up from 34% in 2023. This increase has led to the increase in our gender pay gap.

Our pay gap is also increasing in our lower quartile where we have seen an increase as more women are employed in this category than men. This is largely due to the fact that we directly employ catering and cleaning staff, which is predominately a female workforce, many of whom are part time and actively chose not to move into management roles. If we run the report without our cleaning and catering staff included our Mean Gender Pay Gap drops to 5% and our Median Gender Pay Gap drops to 0%

Our lower middle quartile (predominately admin staff/young teachers) has remained unchanged. We have a largely stable group of administrators with a high retention level.



The percentage of men paid at a higher rate than women is not in line with the ratio of men/women employed by the college. The College workforce is 2/3 female and 1/3 male. However, this is explained by the predominance of women in part time work, employed at lower grades in the College.

The College workforce reflects national trends and has what could be considered a traditional balance of male/female workers i.e. more females than men in the lower pay bands and more female part time workers particularly amongst administrative staff. These roles are traditionally paid at lower rates and this impacts greatly on our gender pay gap.

It is also worth noting that given our relatively small size (320) employees small changes in staffing can have a significant effect on our percentage changes and that, unlike the national trend, we have a higher proportion of female staff in the upper pay quartiles.

When comparing our GPG with other organisations it is worth noting that a significant proportion of the College workforce in the lower quartile are employed in areas that are traditionally contracted out (cleaning/catering) and in many instances this is not included in comparator institutions data.

Future Areas of Focus

- 1, The college will monitor pay structures and processes to maintain a focus on closing the gender pay gap.
2. We will continue to develop family friendly policies and culture to encourage and reduce barriers to female participation at senior levels.
3. Training and development remain a key strength of the college and we will continue to ensure that our staff develop the skills and knowledge to be able to move into management and more senior positions.
4. Our recruitment process remains gender neutral and we will continue to advertise all roles, fairly and widely.
5. Flexible working and job share will be considered for all roles.