

Gender Pay Gap Report

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Table of Contents

Introduction	1
Reporting Requirements	1
The Gender Pay Gap	2
College Data	2

1. Introduction

- 1.1 Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 all private sector and voluntary sector employers with 250 employees or more are required to publish a range of data based on a standard methodology. These same rules apply to the public sector under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
- 1.2 The public sector pay gap reporting requirements mirror the provisions which apply to the private and voluntary sector except that the “snapshot date” for public sector employers is 31 March. The requirement is therefore to publish details of the organisations gender pay gap as it is in the pay period in which 31 March falls.
- 1.3 This is the third gender pay gap report produced by the College and provides the required analysis of data on the snapshot date of 31 March 2019.

2. Reporting Requirements

- 2.1 The regulations require the publication of the following information:
 - The difference in the mean pay of full pay men and women expressed as a percentage
 - The difference in the median pay of full pay men and women expressed as a percentage
 - The difference in the mean bonus pay of full pay men and women expressed as a percentage
 - The difference in the bonus pay of full pay men and women expressed as a percentage
 - The proportion of men and women who received bonus pay
 - The proportion of full pay men and women in each of four quartile pay bands
- 2.2 For the purpose of providing data, “full pay” relevant employees are those who during the relevant pay period are not being paid at a reduced rate or nil rate as a result of being on leave which includes maternity, paternity, adoption sick leave or unpaid leave.

3. The Gender Pay Gap

- 3.1 The gender pay gap shows the difference between the average (mean or median) earnings of men and women. It is expressed as a percentage on men’s earnings, for example, women earn 15% less than men.

3.2 The causes of the gender pay gap are varied and overlapping. Some causes originate outside of the workplace, such as stereotypical representations of men and women and standards of careers advice and guidance for girls. Within the workplace however factors can include:

- Fewer women working in certain more highly paid professions or areas of the organisation
- Lack of well paid, part time/flexible work
- Unsupportive corporate cultures
- Constrained individual choice, unconscious bias and discrimination.

3.3 It is important to recognise that the gender pay gap differs from equal pay. Equal pay deals with the pay difference 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. The gender pay gap shows the difference in the average pay between men and women and if there is a particularly high pay gap it may indicate that there are issues which need to be addressed.

4. College Data

4.1 **Mean and Median Gender Pay Gap:** The regulations require the College to show:

- the difference between the mean hourly rate of pay that male and female full pay relevant employees receive.
- the difference between the median hourly rate of pay that male and female full time relevant employees receive.

This information is shown in the table below:

GENDER	MEAN			MEDIAN		
	2017	2018	2019	2017	2018	2019
FEMALE	£12.44	£13.38	£13.35	£10.53	£11.77	£11.63
MALE	£13.24	£14.75	£14.15	£13.49	£14.68	£14.30
DIFFERENCE	£0.80	£1.38	£0.81	£2.96	£2.91	£2.68
GENDER PAY GAP	6.0%	9.35%	5.7%	21.9%	19.82%	18.7%

The use of the two different types of average is helpful in giving a more balanced overview of the organisations overall gender pay gap. The mean average gives a good overall indication but if very large or small pay rates dominate they can distort the picture. The median average is useful in that it indicates what the typical situation is in the middle of the organisation and is not distorted by pay rates at the two extremes. However used on its own it may result in gender pay gap issues not being picked up.

A positive percentage figure, which almost all organisations are likely to have, reveals that typically, overall female employees have lower pay than male employees.

- 4.2 **Proportion of Male and Females in each Quartile Pay Band:** The regulations require the College to show the proportions of male and female full pay relevant employees in four quartile pay bands, which is done by dividing the workforce into four equal parts. The results are shown in the table below:
- 4.3 The position as at 31 March 2019 is shown in the table below, followed by the position as at 31 March 2018 and 31 March 2017. The increase in overall staffing numbers between 2017 and 2018, is due to the TUPE transfer of staff from South Sefton Sixth Form.:

Proportions of Male and Female staff on 31 March 2019					
	FEMALE	MALE	TOTAL	Proportion Male	Proportion Female
Quartile 1	105	36	141	25.5%	74.5%
Quartile 2	99	42	141	29.8%	70.2%
Quartile 3	96	45	141	31.9%	68.1%
Quartile 4	77	65	142	45.8%	54.2%
Total	377	188	565	33.3%	66.7%

Proportions of Male and Female staff on 31 March 2018					
	FEMALE	MALE	TOTAL	Proportion Male	Proportion Female
Quartile 1	115	30	145	20.7%	79.3%
Quartile 2	99	46	145	31.7%	68.3%
Quartile 3	77	68	145	46.9%	53.1%
Quartile 4	93	51	144	35.4%	64.6%
Total	384	195	579	33.7%	66.3%

Proportions of Male and Female staff on 31 March 2017					
	FEMALE	MALE	TOTAL	Proportion Male	Proportion Female
Quartile 1	104	27	131	20.6%	79.4%
Quartile 2	79	53	132	40.2%	59.8%
Quartile 3	79	53	132	40.2%	59.8%
Quartile 4	75	57	132	43.2%	56.8%
Total	337	190	527	36.1%	63.9%

4.4 For private and voluntary organisations there is a requirement to publish the above information and provide a supporting narrative which provides the organisations view of why a gender pay gap is present and what the organisation intends to do to close it. There is no requirement for the College to publish such a statement but it can do so if it is considered appropriate. The data must be published on the designated government web site and on the College's web site in an area where it can reasonably be expected to be found.

4.5 In order to better understand the College's data and identify why a pay gap exists, further calculations have been done to look at the mean and median data by quartile. This is shown in the table below. The position as at 31 March 2018 and 31 March 2017 is also provided for comparison purposes.

Analysis of Staffing as at 31 March 2019								
	Quartile One		Quartile Two		Quartile Three		Quartile Four	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
FEMALE	£8.54	£8.12	£10.29	£9.74	£14.54	£15.24	£22.34	£18.18
MALE	£8.76	£8.83	£10.12	£9.74	£14.57	£15.06	£19.46	£16.58
DIFFERENCE	£0.22	£0.70	-£0.17	£0.00	£0.03	-0.18	£-2.88	£-1.60
Gender Pay Gap	2.5%	8.0%	-1.7%	0.0%	0.2%	-1.2%	-14.8%	-9.7%

Analysis of Staffing as at 31 March 2018								
	Quartile One		Quartile Two		Quartile Three		Quartile Four	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
FEMALE	£8.42	£8.00	£10.40	£9.61	£14.56	£15.09	£21.69	£18.00
MALE	£8.60	£8.59	£10.22	£9.61	£14.63	£15.09	£22.62	£18.00
DIFFERENCE	£0.18	£0.59	-£0.18	£0.00	£0.07	£0.00	£0.93	0.00
Gender Pay Gap	2.1%	6.9%	-1.8%	0.0%	0.47%	-2.8%	4.1%	0.0%

Analysis of Staffing as at 31 March 2017								
	Quartile One		Quartile Two		Quartile Three		Quartile Four	
	Mean	Median	Mean	Median	Mean	Median	Mean	Median
FEMALE	£8.24	£7.85	£9.93	£9.47	£14.13	£14.94	£19.13	£16.81
MALE	£8.52	£8.67	£9.98	£9.47	£14.12	£14.53	£17.73	£15.55
DIFFERENCE	£0.28	£0.82	£0.05	£0.00	-£0.01	-£0.40	-£1.40	-£1.26
Gender Pay Gap	3.3%	9.4%	0.5%	0.0%	-0.1%	-2.8%	-7.9%	-8.1%

4.6 It can be seen that the mean and median at the quartile level provides a different perspective to that available from the whole college information. Quartile one has a high proportion of female employees who are primarily employed in cleaning and care roles which are traditionally female dominated occupations and this is the main factor creating the mean pay gap.

4.7 In 2018, the impact of the South Sefton merger was reflected in quartile four where the gender pay gap moved from a negative of -7.9% in 2017 to a positive 4.1%. However, the median figure was showing a 0% difference confirming that the mean difference was being generated by a small number of outlying posts. As a consequence of subsequent structural changes the impact of these posts has been removed resulting in a return to a negative gender pay gap. The size of the pay gap in favour of female employees is largely attributable to the higher proportion of women who are engaged in more senior roles.