

Gender Pay Gap Report

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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 sixth gender pay gap report produced by the College and provides the required analysis of data on the snapshot date of 31 March 2022.

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 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				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
FEMALE	£13.38	£13.35	£14.04	£14.07	£14.45	£11.77	£11.63	£12.64	£12.64	£14.08
MALE	£14.75	£14.15	£15.03	£15.06	£14.93	£14.68	£14.30	£14.80	£15.35	£15.10
DIFFERENCE	£1.38	£0.81	£0.99	£0.99	£0.48	£2.91	£2.68	£2.16	£2.69	£1.02
GENDER PAY GAP	9.35%	5.7%	6.6%	6.6%	3.2%	19.82%	18.7%	14.6%	17.5%	6.7%

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 also require the College to show the proportions of male and female full pay relevant employees in four quartiles, which is done by dividing the workforce into four equal parts. The position as at 31 March 2022 is shown in the table below,

Proportions of Male and Female staff on 31 March 2022					
	FEMALE	MALE	TOTAL	Proportion Male	Proportion Female
Quartile 1	95	42	137	30.7%	69.3%
Quartile 2	98	38	136	27.9%	72.1%
Quartile 3	83	53	136	39.0%	61.0%
Quartile 4	84	52	136	38.2%	61.8%
Total	360	185	545	33.9%	66.1%

Data for last years is also provided on the next page for comparison purposes.

Proportions of Male and Female staff on 31 March 2021					
	FEMALE	MALE	TOTAL	Proportion Male	Proportion Female
Quartile 1	103	34	137	24.8%	75.2%
Quartile 2	100	37	137	27.0%	73.0%
Quartile 3	91	45	136	33.1%	66.9%
Quartile 4	74	63	137	46.0%	54.0%
Total	368	179	547	32.7%	67.3%

5. Comments

- 5.1 Based on data available from the Office for National Statistics, among full time employees, the gender pay gap in April 2022 was 8.3% compared to 7.7% in April 2021. The College data shows a reduction in the pay gap at the 31 March 2022 reference point from 6.6% to 3.4%.
- 5.2 The reason for the positive change is largely due to changes to the proportions of male and female staff by quartile which can be seen in the tables in 4.2 above. Staffing changes over the academic year have seen an increase in the number of males in quartile one, an increase in the number of female staff in quartile three and a more balanced male, female split in quartile 4.