

Gender Pay Gap



Introduction by Angela O'Donoghue
CBE, Principal and Chief Executive

Angela O'Donoghue

We fully embrace the equality legislation and our commitment is articulated in our Strategic Plan, our Policies and Procedures and throughout College life. We work to promote and challenge diversity and encourage an inclusive environment.

Gender Equality is a significant part of our commitment to diversity and inclusion, which is why we welcome the implementation of mandatory gender pay gap reporting. This is one step in terms of progression and transparency across not only Colleges but also organisations nationally.

Our gender pay gap report suggests that whilst we are proud of progress made we have areas where we can do more to support gender equality. When reviewing salaries, where possible, we have focussed on the lower earners to increase their pay and this has resulted in a positive impact on our data.

Our 2020 data shows an overall mean gender pay gap of **7.5%** compared with gender pay gap of **8.4%** in January 2019 and **6.9%** in January 2018. The median gender pay gap for 2020 is **16%**, compared with **11.1%** in 2019, and **11.3%** in 2018.

The College gender pay gap is considerably lower than the national average. According to ONS data the national gender pay gap was **8.9%** for full time staff in 2019 compared with **8.7%** in 2018. The gender pay gap among all employees fell from **17.8%** in 2018 to **17.3%** in 2019 and hopefully will continue to decline, (including part-time workers). The National Mean gender pay gap was **17.1%** in 2019. (ONS data source October 2019).

We would like to aim for a **0%** gender pay gap; however, this is subject to a large number of variables, which are out of the College control. The data herein has been calculated in full compliance with the Gender Pay Gap Legislation and ACAS guidance and considered accurate.

I am pleased to be able to commit to actions in response to this Gender Pay Gap Report. We look forward to completing further analysis moving forward. As we compare the data year on year we will be able to demonstrate the actions we have taken and address any issues of diversity and inclusion across the College.

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Gender Pay Gap vs Equal Pay

THE EQUALITY AND HUMAN RIGHTS COMMISSION OUTLINES THE DIFFERENCES AS FOLLOWS:

‘Whilst both equal pay and the gender pay gap deal with the disparity of pay women receive in the workplace, they are two different issues:

1. **Equal pay** means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The **gender pay gap** is a measure of the difference between men and women’s average earnings across an organisation or the labour market. It is expressed as a percentage of men’s earnings’.

If the College did not apply equal pay for equal value work, then this could be considered unlawful. The Gender Pay Gap is not considered unlawful as there are too many contributory factors which impact on the data, which is out of the employers control. We take all appropriate action not to engage in practices that breach equal pay legislation.

The College has standardised terms and conditions of employment for the role and these are applied equitably to all staff employed. Whilst the Senior Leadership and Management Team are paid on ‘spot’ salaries with salary ranges for roles, there are salary bands applied in principle in relation to the level of management across the College. Academic, Academic Support and Support staff have salary bands allocated to the specific roles they are employed in.

Salaries are allocated according to the role and level of responsibilities, rather than any other factor or protected characteristic detailed within the Equality Act 2010.



We take all appropriate action not to engage in practices that breach equal pay legislation.

Statutory Gender Pay Gap Data

Organisations of 250 employees or more have a legal duty to publish their gender pay gap. There are six basic calculations that the College will need to make: These are:

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

The College will be reporting on three out of the six mandatory calculations, as we do not award bonuses to our employees.



Salaries are allocated according to the role and level of responsibilities.

For the purposes of gender pay gap reporting, the definition of who counts as an employee is set out in the regulations and follows the definition within the Equality Act 2010. This is known, as the ‘extended’ definition, which includes:

- **Employees** (those with a contract of employment)
- **Workers and agency workers** (those with a contract to do work)
- **Some self-employed people** (where they have to personally perform the work)
- **Police officers and armed forces**

Agency workers are not to be included in the gender pay data for this College as they will be reported on by the agency they are employed by.





This shows that female staff were in the majority, with only a 1% differentiation between 2018 and 2017 reporting dates.

College relevant employees by Gender and Staff Group

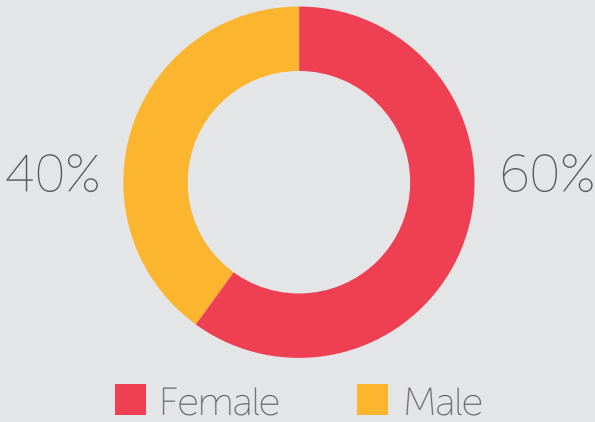
As at 31 March 2019 had 1000 relevant staff. This has increased from 941 relevant staff employed as at 31 March 2018.

The gender distribution of our workforce was:

- 60% Female (61% 2018 / 62% 2017)
- 40% Male (39% 2018 / 38% 2017)

This figure is based on those in relevant employment on the ‘snapshot’ date of 31 March 2019 for gender pay gap reporting. This shows that female staff were in the majority, with only a 1% differentiation between 2018 and 2017 reporting dates. This gender data is reflective of the education sector.

Relevant Employee by Gender Jan 2020



College Structure by Staff Group and Gender

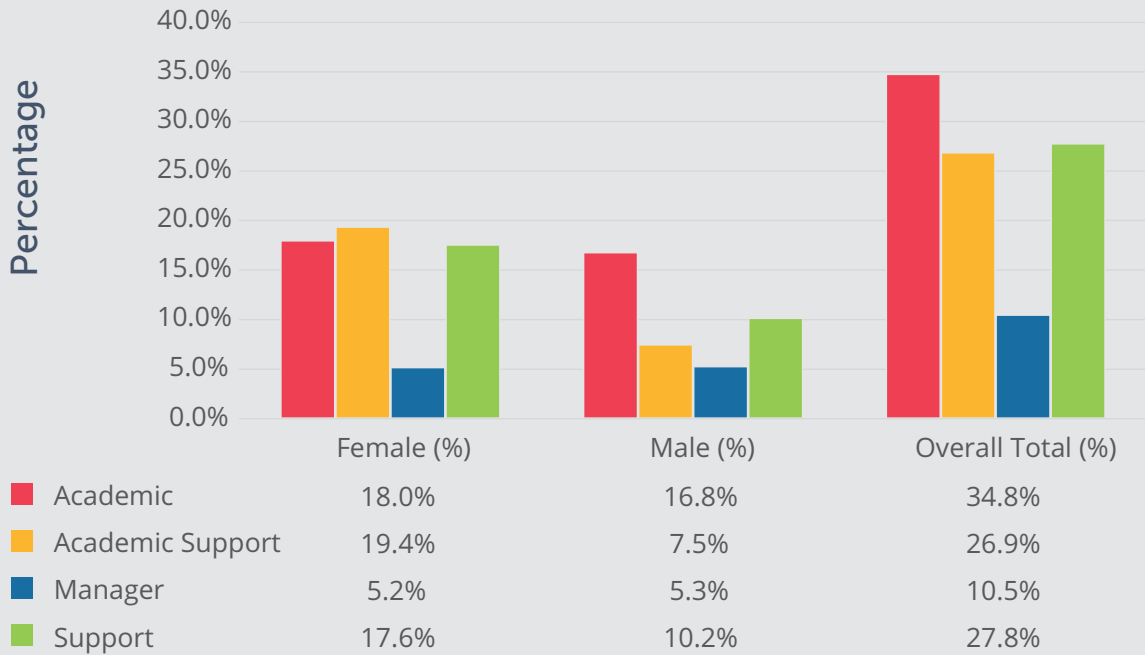
The table below shows a summary of the College structure by staff group and gender using the data of 31 March 2019 that contributes to relevant employee.

The College staff structure shows that we have a higher proportion of female staff more so in the Academic Support and Support Staff than but a proportionate gender split within the Academic and Management staff Groups. Shown in the table below:



we have a higher proportion female staff more so in the Academic Support and Support Staff.

College Structure by Staff Group and Gender 31 March 2019





This highlights the difference between the average pay of females and males in our total workforce.

Gender Pay Gap

Our overall gender pay gap mean average is **7.5%**. This highlights the difference between the average pay of females and males in our total workforce. Our gender pay gap median rises to **16.0%**.

The median figure is the difference between the midpoints in the ranges of men and women’s pay.

The table below shows the College 2019 gender pay gap data in comparison with the 2018 and 2017 data reported.

Gender Pay Gap	Average % 2019	Average % 2018	Average % 2017
Mean	7.5%	8.4%	6.9%
Median	16.0%	11.1%	11.3%

National Benchmark Gender Pay Gap

The College gender pay gap is considerably lower than the national average. According to ONS data the national gender pay gap was **8.9%** for full time staff in 2019 compared with **8.7%** in 2018.

The gender pay gap among all employees fell from **17.8%** in 2018 to **17.3%** in 2019 and hopefully will continue to decline, (including part-time workers). The National mean gender pay gap was **17.1%** in 2019. (ONS data source October 2019).



The table below provides relevant comparison data for the College to consider in relation to our Gender Pay Gap data (ONS Data Source October 2018 and 2019).

Gender Pay Gap	Mean 2019%	Mean 2018%	Median 2019%	Median 2018%
Public Sector	15.7	17.5	16.8	19.0
Private Sector	19.9	20.3	23.6	23.8
Education	17.0	17.3	25.4	25.9
Tertiary Education	15.5	15.9	15.5	15.7
Higher Education	15.9	16.1	15.5	15.0

Understanding the College Gender Pay Gap



IT IS IMPORTANT TO COMPLETE FURTHER ANALYSIS ON THE GENDER PAY GAP DATA IN ORDER TO UNDERSTAND SOME OF THE DRIVERS THAT RESULT IN THE DATA AND WHAT CAN BE DONE ABOUT ANY CONCERNS IDENTIFIED.

This allows us to understand whether women are over-represented in lower earning roles in contrast to men within higher earning roles.

In line with the Government Equalities Office, the data is separated into quartiles. The data will show all male and female full-pay relevant employees across the whole College, and divides them into four equal pay bands.

The data is sorted from smallest to highest by hourly pay rate and then separated into four equal sections. This enables analysis on the average salaries females earn compared to men within those quartiles. This will also show where female staff are more predominately employed within the College structure.

College Quartiles

We analysed our gender pay gap by quartile, summarised the 2018 data and compared with the 2017 data in the table on page 11.

Note: Where there is a minus percentage figure this means women are earning more than men employed in roles that fall within that specific quartile for the specific year reported.

Gender Pay Gap	Quartile			
	Lower	Lower Middle	Upper Middle	Upper
Mean Gap % 2019	-0.12%	0.79%	1.39%	-4.05%
Mean Gap % 2018	-1.47%	2.34%	0.26%	-1.74%
Mean Gap % 2017	0.13%	1.15%	0.25%	-2.11%
Median Gap % 2019	0.00%	0.00%	1.43%	-0.57%
Median Gap % 2018	0.00%	7.70%	0.00%	0.00%
Median Gap %2017	0.00%	2.88%	-3.00%	0.00%

Mean Gap Analysis

The Gender Pay Gap shows that the Mean Gap in the lower quartile is **-0.12%**. In the lower middle quartile is **0.79%**. In the upper middle it is **1.39%** and then in the upper quartile it is **-4.05%**. This shows that females are actually earning higher in the lower and upper quartile in comparison to male roles categorised within these quartiles.

Median Gap Analysis

The Median Gap has remained unchanged in the Lower Quartile and we have achieved a **0.00%** Lower middle quartile. There has been a slight increase of **1.43%** in the Upper Middle quartile and only **0.057%** increase within the Median Gap.



The data is sorted from smallest to highest by hourly pay rate and then separated into four equal sections.

Understanding the College Gender Pay Gap



Quartile Data

The charts below show the gender of staff within the quartiles by the percentage of female and male staff. Females are shown in red and males shown in orange:

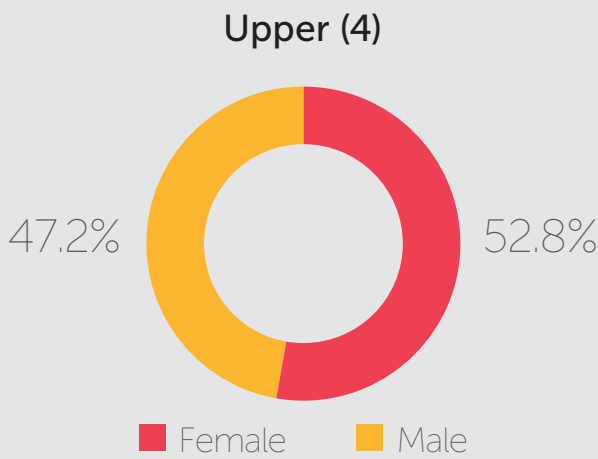
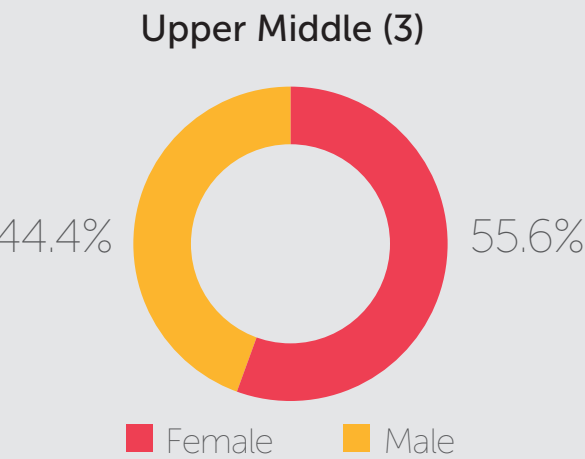
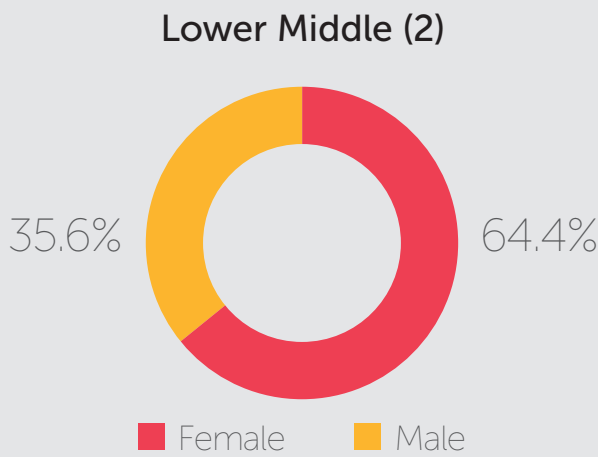
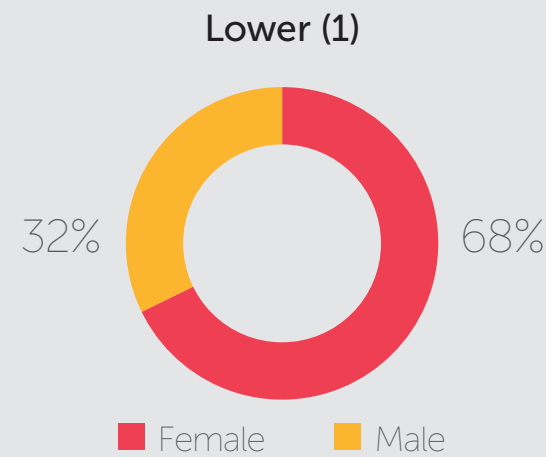
This chart shows that in the lower quartiles of the College the staff groups are majority of female staff. There are **68%** of females in the lower quartile compared to **32%** of male relevant employees. In the lower middle quartile there is **64.4%** female and **35.6%** male.

In the upper middle and upper quartiles, the data is comparative showing less than **3%** difference between male and female staff within these quartiles.



Fractional Staff (Part-Time, Term Time)

One key driver for the gender pay gap is that there are more part time and fractional paid roles, which are more likely to be held by females. There are more females within the lower and lower middle quartiles of the College and this is reflective of the data where female staff are occupying these roles. Higher paid roles are more likely to be full time however, the College does offer flexible working options.



One key driver for the gender pay gap is that there are more part time and fractional paid roles, which are more likely to be held by females.



The College is aware of the gender disparity within the UK and we are committed to taking appropriate action and tackling gender pay inequality.

The following action will be taken or is in place to encourage equality and diversity across the College.

Regular Gender Pay Analysis and Reporting

- We will analyse the gender pay gap annually, report and publish the data to demonstrate compliance and transparency.
- We will complete further analysis and provide information to our staff at a practical level to help them understand the gender pay gap and context.

- Continue to investigate what we can do to address the pay gap, particularly in the lower and lower middle quartiles.
- Seek advice from the Government Equalities Office as appropriate.
- Ensure pay determination for roles across the College structure continues to demonstrate fairness and equity whilst embedding best practice.
- Take appropriate action to reduce the Gender Pay Gap where possible.

Initiatives Supporting Equality and Inclusion

- **Equality and Diversity Policy:** We are committed to the advancement and promotion of equality and diversity for all students, staff, and all other users of the College and our Policy reflects this.
- **Salary Reviews:** When we have completed pay negotiations with our Staff Consultation Group, we have been mindful that an amount per hour increase would provide a higher percentage increase on lower paid roles compared with higher paid roles. We are currently in the process of pay negotiations and this is a contributory factor in our discussions.
- **Pay Structure Project:** The College has commenced a full review of our College pay structures, how staff are allocated to them and the impact of salary reviews on roles and responsibilities.
- **Flexible Working Policy:** The College has implemented a Flexible Working Policy in line with legislation. This is reviewed annually, promoted on the College Intranet, and available to all staff to apply for Flexible Working (subject to eligibility).
- **Recruitment and Retention Policy and Procedure:** The College has a recruitment and retention policy and procedure. This is reviewed annually. This is promoted on the College intranet and available to all applicants.
- **Vacancy Advertising:** The Head of Human Resources has commenced a project to improve the advertising of vacancies and process of applying for roles in the College. This will ideally contribute to the removal of any identified or perceived barriers to the recruitment process.
- **Family Leave:** The College has an Adoption, Maternity, Paternity and Parental Leave Policy, which is currently under review. We also advocate shared parental leave and flexible arrangements to support with parental responsibilities.
- **Trade Unions:** We work in partnership with recognised trade unions, NEU, UCU and UNISON to support the process of collective bargaining along with implementation of College policies and our employee relations matters.



The College has implemented a Flexible Working Policy in line with legislation. This is reviewed annual, promoted on the College Intranet, and available to all staff to apply for Flexible Working.

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