

GENDER PAY GAP REPORT 2019

INTRODUCTION

The UK Government introduced legislation which meant that all organisations with over 250 employees are required to publish data in relation to gender pay in a prescribed manner. The College is required by statute to publish gender pay gap data by 31 March each year based upon a snapshot taken from 31 March the previous year. This relates to data captured on 31 March 2019.

The context of the gender pay reporting is that the Office for National Statistics calculated the pay gap for all employees across the country in 2017 was 18.4%.

THE PAY GAP

The College has completed the exercise for 2019 below is the outcome: -

Mean Gender Pay Gap between females and males	9.24%
Median Gender Pay Gap between females and males	21%

EMPLOYEE BONUSES

Bonus gender difference mean %	Bonus gender difference median %	Proportion of employees receiving a bonus M/F %
0	0	0

On the snapshot date there were no employees in receipt of bonus pay

PAY QUANTILES

The College has undertaken a breakdown of the proportion of men and women in each of the four pay band quartiles as follows:

Proportion of Each Male and Female in Each Quartile

	Male %	Female %
Lower Quartile	36	64
Lower Middle Quartile	23	77
Upper Middle Quartile	48	52
Upper Quartile	40	60
Total	36%	64%

This demonstrates that female staff still continue to dominate all quartiles, however are in the greatest proportion in the lower quartiles, whilst the highest proportion of men are in the upper middle and upper quartile.

The context was that the population of the College workforce is 64% female and 36% male. The College has a single pay spine and staff performing the same or equivalent roles are placed in the same pay grade. Whilst the gender pay gap has reduced when measured by the Mean from March 2018 (Mean gender pay gap 9.24% compared to 10.49%), the Median gender pay gap has increased from 18.02% to 21%. There appears to be no real significant change other than a slight decrease in the proportion of female staff occupying the lower quartile (from 69% to 64%), a decreased proportion of female staff occupying the upper middle quartile (from 54% to 52%) and an increased proportion occupying the upper quartile (from 65% to 60%). Therefore, more work is required to attract a higher proportion of the female workforce into the upper middle or upper quartile. The result is still impacted by elements of occupational segregation e.g. the College's cleaning staff (all part time), which was insourced a few years ago, are paid at the lowest pay grade is predominantly female, whilst the majority of male staff can be found in higher paid roles e.g. on academic grades. The College already uses skill-based assessment tasks in recruitment, structured interviews for recruitment and promotions, publishes salary ranges as part of the recruitment process, has an Equality and Diversity Manager and a Single Equality Committee. The College reintroduced an Aspiring Managers programme to support the closure of the gap in the higher graded positions, which appears to be having some initial impact and it will continue in the forthcoming year to fill vacancies which arise.

GENDER PAY ACTION PLAN 2020

This action plan contains the actions which have been recommended by the Government Equalities Office which contribute to reducing the gender pay gap

OBJECTIVE	ACTIONS	RESPONSIBILITY	COMPLETION DATE	MONITORING
Improve recruitment and promotion policies: The College already has adverts encouraging applications from underrepresented groups and allocates mentors to new starters	1. Ensure mixed gender selection panels are used for the majority of recruitment events in the College	Director of HR and Organisational Development	31 May 2020	Policy and Resources Committee reports
	2. Emphasise gender selection panels within existing recruitment and training for section panels	HR Manager / Senior HR Advisors	30 April 2020	Policy and Resources Committee reports
Use skills based assessment tasks in all recruitment; The College uses these methods in most assessments but this needs to be enforced	3. At least one assessment will be used in each selection process to improve validity of outcomes and reduce potential for bias; Managers to be trained on assessment methods for recruitment and selection.	HR Manager / Senior HR Advisors	31 July 2020	Policy and Resources Committee reports
Create an inclusive Culture: - The College already has an OD and Equalities Manager;	4. Monitor and include recruitment and selection and promotion statistics by gender, race and disability under Management, Business and Support roles as part of Key data sets twice per year	Director of HR and Organisational Development	31 July 2020	Policy and Resources Committee reports

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	5. Monitor and include the gender balance of development accessed by staff	OD and Equalities Manager	31 July 2020	Policy and Resources Committee reports
	6. Encourage managers to act as role models by accessing flexible working themselves	CLT	31 July 2020	Policy and Resources Committee reports
Improve Take up of Workplace flexible working among men and women	7. Monitor the number of flexible working requests and those granted by gender	HR Manager / Senior HR Advisors	31 July 2020	Policy and Resources Committee reports
	8. Promote Flexible working policy and procedures to men and women	HR Manager / Senior HR Advisors	30 April 2020	Policy and Resources Committee reports
Encourage the option of shared parental leave amongst men and women	9. Promote Option of Shared parental leave in OD newsletters	HR Manager / OD and Equalities Manager	30 April 2020	Policy and Resources Committee reports
Employee Satisfaction and engagement	10. Include a section on potential barriers experienced due to gender on next staff survey	OD and Equalities Manager	31 July 2021	Policy and Resources Committee reports