

## Gender Pay Gap Information (5 April 2024)

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime). It is a measure across all jobs in the College, not of the difference in pay between men and women for doing the same job.

### 1) Full-pay relevant employees.

Full-pay relevant employees are all employees who are employed by the College on the snapshot date (5<sup>th</sup> April 2024) and were paid their usual full basic pay during the period. This does not include employees who are receiving less than full pay, for example, those employees with unpaid leave, reduced sick pay, reduced maternity pay etc.

68.9% of full-time relevant employees on the snapshot date were female; and 31.3% male.

### 2) Mean Pay Gap

When comparing mean (average) hourly pay, women's mean hourly pay is 10% lower than men's in the College. Note, it is widely accepted that the Mean Pay Gap can be skewed by very low or very high paid staff – known as "outliers".

	2024	2023	2022	2021	2020
<b>Mean Pay Gap</b>	<b>10.0%</b>	11.7%	11.18%	11.49%	10.94%

### 3) Median Pay Gap

The median pay gap is the difference in pay between the middle-ranking woman and the middle-ranking man.

	2024	2023	2022	2021	2020
<b>Median Pay Gap</b>	<b>12.5%</b>	10.1%	13.71%	12.26%	10.15%

In the college, women earn 88.5p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 12.5% lower than men's. Across all employees in the UK, the Office for National Statistics (ONS) puts the average median gender pay gap at 14.8% (Nov 2023)

#### 4) Pay Quartiles

This shows the percentage of men and women in four equal sized groups of employees based on their hourly pay.

	2024		2023	
	Female	Male	Female	Male
<b>Lower Quartile</b>	<b>75.4%</b>	<b>24.6%</b>	78.1%	21.9%
<b>Lower Middle Quartile</b>	<b>76.1%</b>	<b>23.9%</b>	74.2%	25.8%
<b>Upper Middle Quartile</b>	<b>64.9%</b>	<b>35.1%</b>	68.8%	31.3%
<b>Upper Quartile</b>	<b>58.5%</b>	<b>41.5%</b>	54.3%	45.7%

68.7% of full-time relevant employees on the snapshot date were female; and 31.3% male. Hence, the results show that women are under-represented in the upper quartile of employees but over-represented in the lower quartiles.

#### 5) Median Pay Gaps by Pays Scales

	Female	%	Male	%	Median GPG	2023
<b>Management</b>	13	56.5%	10	43.5%	0.0%	0%
<b>Academic</b>	170	65.9%	88	34.1%	13.2%	8.5%
<b>Support</b>	186	72.7%	70	27.3%	1.1%	4.1%

- For staff on the Management Pay Scale, the Median Gender Pay Gap is 0.0%. That is, women in management positions earn £1 for every £1 every man earns.
- Women hold 13 out of 23 (56.5%) of senior management posts.

#### Academic Staff

- For academic staff on the Lecturer Pay scale the median pay gap is 8.5%. That is, men in academic positions earn 78p for £1 every female earns.
- Women hold 6 out of 14 Head of Curriculum posts and 16 out of 22 Assistant Curriculum Manager posts (50% of curriculum management posts).

#### Business Support

- For staff on the Business Support Pay Scale the median pay gap is 1.1%. That is, women in support positions earn 99p for £1 every man earns.

## **6) Pay Gap based on Hours Per Week**

Full-time is defined as employees working more than 30 paid hours per week.

- Females account for 84.7% of staff that work 30 hours or less per week i.e. part-time.
- Females account for 60.9% of staff that work more than 30 hours per week i.e. full-time.
- For part-time staff the median pay gap is 8.7%. That is, women in academic positions earn 91p for £1 every part-time male earns.
- For fulltime staff the median pay gap is 9.8%. That is, women in academic positions earn 90p for £1 every fulltime male earns.

## **7) Pay Gap between Part-time and Fulltime Employees**

- Note, this pay gap is not a gender pay gap. However, women fill more part-time roles than males, which in comparison with full-time jobs have lower hourly median pay.
- For staff working part-time and full time the median pay gap is 17.2%. That is, staff in part-time positions earn 83p for £1 every full-time employee earns.
- This compares to a median pay gap in 2023 of 20% between part-time and full-time workers.

### **Comment:**

- As a College we are committed to ensuring that our staff are not discriminated against because of their gender.
- We never pay differential rates based on gender, only based on the evaluation of the job role itself and according to our agreed salary pay scales.
- The College continues to appoint staff for positions in the College based on merit.
- 6 out of 10 members of the College Leadership Team are female.