

### Gender Pay Gap Information (31 March 2022)

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.

The relevant period of pay is 1 March to 31<sup>st</sup> March 2022. Full-pay relevant employees are all employees who are employed by the College on the snapshot date (31<sup>st</sup> March 2022) 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% of full-time relevant employees on the snapshot date were female; and 32% male.

#### 2) Mean Pay Gap

When comparing mean (average) hourly pay, women's mean hourly pay is 11.2% 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”.

	2022	2021	2020	2019
<b>Mean Pay Gap</b>	<b>11.18%</b>	11.49%	10.94%	9.8%

#### 3) Median Pay Gap

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

	2022	2021	2020	2019
<b>Median Pay Gap</b>	<b>13.71%</b>	12.26%	10.15%	10.4%

In the college, women earn 86p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 13.7% lower than men's. Across all employees in the UK, the Office for National Statistics (ONS) puts the average median gender pay gap at 14.9%.

#### 4) Pay Quartiles

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

	2022		2021	
	Female	Male	Female	Male
<b>Lower Quartile</b>	<b>74.6%</b>	<b>25.4%</b>	75.0%	25.0%
<b>Lower Middle Quartile</b>	<b>79.1%</b>	<b>20.9%</b>	77.3%	22.7%
<b>Upper Middle Quartile</b>	<b>60.8%</b>	<b>39.2%</b>	65.9%	34.1%
<b>Upper Quartile</b>	<b>57.4%</b>	<b>42.6%</b>	56.5%	43.5%

Given that 68% of full-time relevant employees on the snapshot date were female; and 32% male. Hence, the results show women and under-represented in both the upper middle and upper quartile of employees.

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

	Female	%	Male	%	Mean GPG	Median GPG
<b>Management</b>	13	59.1%	9	40.9%	22.1%	0.0%
<b>Academic</b>	149	63.4%	86	36.6%	5.1%	2.9%
<b>Teaching and Business Support</b>	188	73.2%	69	26.8%	3.7%	1.6%

- For staff on the Management Pay Scale, the Median Gender Pay Gap is 0.0%. That is, women in management positions earn £1 for £1 every man earns.

#### Academic Staff

- For academic staff on the Lecturer Pay scale the median pay gap is 3%. That is, women in management positions earn 97p for £1 every man earns.
- Women account for 63.4% of the lecturing staff in the College and men 36.6%

Band	% Females
Lecturer inc. Trainees & NQTs	69%
Team Leader	50%
Assistant Curriculum Managers	87%
Pastoral/ Learning Improvement Leads	50%
Head of Curriculum	25%

- Women are under represented in the Head of Curriculum posts (3 out 12). However, it should be noted that they are over represented in the Assistant Curriculum Manager posts (20 out 23) which would indicate that with succession the number and % of women in the senior academic post will increase.

### Business Support

- For staff on the Business Support Pay Scale the median pay gap is 1.6%. That is, women in management positions earn 98p for £1 every man earns.
- Women account for 73.2% of the business support staff in the College and men 26.8%
- 76% of women on the Business Support Pay Scale have reached their maximum spinal column point compared to 52% of men.

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

- Females account for 85% of staff that work less than 37 hours per week i.e. part-time.
- Females account for 57% of staff that work 37 hours per week i.e. full-time.
- The mean pay gap between part-time staff and full-time staff is 20.5%
- For staff working part-time and full time the median pay gap is 22.7%. That is, staff in part-time positions earn 77p for £1 every full-time employee earns.
- That is women fill more part-time roles, which in comparison with full-time jobs have lower hourly median pay.

### 7) Gender Pay by Age Group

Age	Female		Male		Mean	Median
18-29	36	67.9%	17	32.1%	18.0%	25.0%
30-39	73	67.6%	35	32.4%	9.0%	11.0%
40-49	92	71.9%	36	28.1%	1.0%	3.0%
50-59	112	68.3%	52	31.7%	20.0%	14.0%
60+	39	60.0%	26	40.0%	29.0%	21.0%

Wider pay gaps appear when the pay gaps are calculated by age.