

Gender Pay Gap Report March 2020

Scope

This report incorporates the published gender pay gap figures for Telford College, in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Telford College

Following the formation of Telford College on December 2017 we have reshaped our curriculum to meet the needs of the local business community, working in partnership with some of the area's biggest companies, made significant investments in university-standard facilities at our Haybridge campus, enabling us to offer courses which pave the way for careers in more than 70 different industries.

Legislation

In April 2017 the Gender Pay Gap Legislation was introduced and provides a requirement for all employers with over 250 employees to annually publish their data regarding the gender pay gap at the snapshot date. For Public sector employers this is 31 March.

Definitions

It is important to acknowledge that a gender pay gap is significantly different to that of equal pay.

Gender Pay Gap – This demonstrates the difference between the average (mean or median) earning of men and women.

Equal Pay – This is the difference between men and women who undertake the same role, similar roles or roles of equal value. It is unlawful to pay people unequally on the basis of their gender.

Relevant Employees

The audit is based on all full time relevant employees employed at the snapshot date from the Colleges payroll information system. In accordance with Gender Pay Gap reporting regulations, hourly rate is used throughout as the measure to

calculate the difference and the total headcount not the number of full time equivalent posts has been used.

Gender pay gap reporting excludes individuals based on a number of criteria and therefore not included in the calculations; including staff who have had reduced rate, nil pay or unpaid leave of any kind (such as maternity/parental leave) during the snapshot date.

Hourly rates are worked out in relation to total pay; basic pay, additional pay, bonus, awards it does not include overtime or pay in lieu. We are required to calculate the hourly rate after the deduction of any salary sacrifice payments that apply to individual staff; i.e. child care vouchers.

The College can use these results to assess:

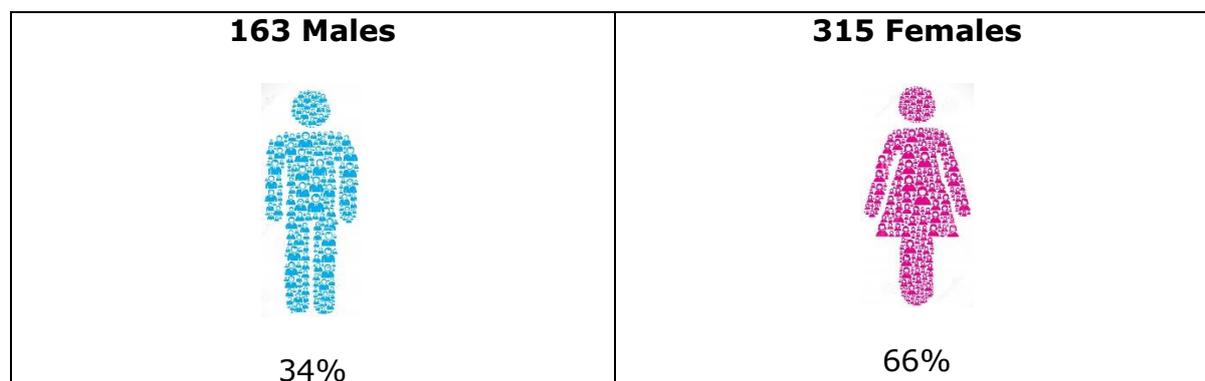
- the levels of gender equality within the workplace
- the balance of male and female employees at different levels
- how effectively talent is being maximised and rewarded

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Statistical Breakdown

On the snapshot date of 31 March 2019 the College employed a total of 478 relevant employees;

During the period June 2018 the College went through a workforce reform process and this had a direct impact on the overall number of employees within the College. There has been a decrease in the number of staff on the snapshot date from 525 in 2018 to 478 in 2019.



The data highlights that combining the curriculum and business support employees we have 66 % females and 34% male staff. Female staff remain the majority, with a marginal increase differentiation of 1% between 2018 and 2019 reporting data.

This data is reflective of the education sector; according to the AoC College Workforce Survey 2017/2018 (published 2019) data for gender was 37% male and 63% female.

As part of the reporting legislation there are six identified methods by which the data should be shown;

Mean Gender Pay Gap

The difference between the average hourly rate of pay of male full-time relevant employees and that of female full-time relevant employees

The mean hourly rate for all male relevant employees was £16.26 per hour, compared with £13.67 per hour for female relevant employees.

The mean gender pay gap is 15.9%.

Median Gender Pay Gap

The median pay gap is the difference between the midpoints in the range of hourly earnings for male and female. It takes all the salaries in the dataset and orders them from the lowest to the highest, and identifies the middle most salary.

The median hourly rate for all male relevant employees was £15.01 per hour, compared with £11.92 for female relevant employees.

The median pay gap is 20.6%.

	Mean Hourly Rate	Median Hourly Rate
Average	£14.55	£13.94
	£13.67	£11.92

	£16.26	£15.01
Gender Pay Gap Difference	15.9%	20.6%

Three Year Data

	2017	2018	2019	+/- percentage
Mean Gender Pay Gap	20.5%	14.6%	15.9%	+1.3%
Median Gender Pay Gap	18.4%	21.7%	20.6%	-1.1

Compared to last year's data we have seen a slight increase in the mean gap from 14.6% in 2018 to 15.9% in 2019. There has been a slight decrease in the median gap from 21.7% in 2018 to 20.6% in 2019. The increase in the mean gap can be attributable to an increase in females in the lower quartile from 2018 to 2019.

The data shows the median hourly pay gap has improved by 1.1% from 21.7% in 2018 to 20.6% in 2019, reporting a gap data in favour of females. Where the mean is below the median, this is as result of low earners, the majority of which are female.

National Benchmark Data

The College median gender pay gap is slightly higher than the National average but lower than the Education sector as a whole which is encouraging. The pattern of the gender pay gap percentage across the Education sector in the UK is reflected in the composition of Telford College's workforce.

The table below provides relevant comparison data for the College in relation to gender pay gap data against the National Statistics Annual Survey of Hours and Earning (ASHE) for 2019 (ONS Data Source 29 October 2019)

	Gender Pay Gap Mean	Gender Pay Gap Median
All employee jobs United Kingdom 2019	16.2%	17.3%
All employees Education United Kingdom	17.0%	25.4%
Telford College	15.9%	20.6%

Quartile Pay Bands

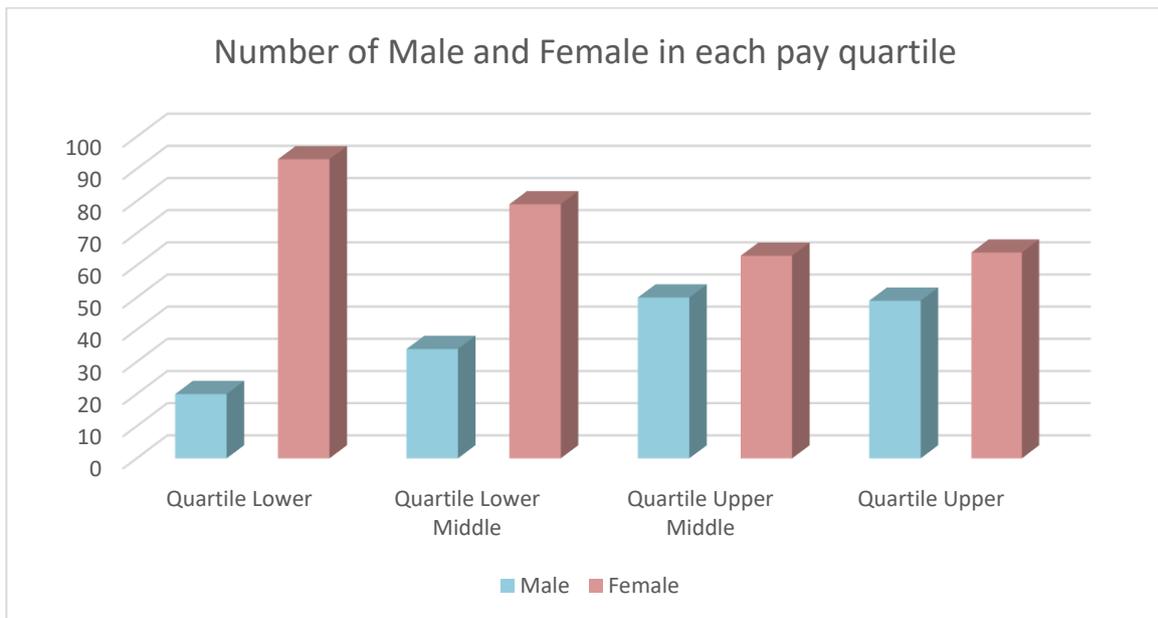
The information below shows the proportion of men and women in each quartile (lower, lower middle, upper middle and upper quartile) pay band. The lower quartile represents the lowest salaries and the upper quartile represents the highest salaries.

Each quartile is calculated by dividing the workforce into four equal parts.

At our snapshot date, there were 315 females and 163 males. Although the College has a predominately female workforce there are a greater proportion of men in the upper pay quartiles compared with a greater proportion of women in the lower pay quartiles.

	Female	Male
Lower	82% 	18% 
Lower Middle	70% 	30% 

<p>Upper Middle</p>	<p>56%</p> 	<p>44%</p> 
<p>Upper</p>	<p>57%</p> 	<p>43%</p> 



This year's data shows an increase in the percentage of females in the lower pay quartile and there has continued to be a decrease in the number of males in the lower pay quartile and lower middle quartile. There has been no movement in the upper middle quartile.

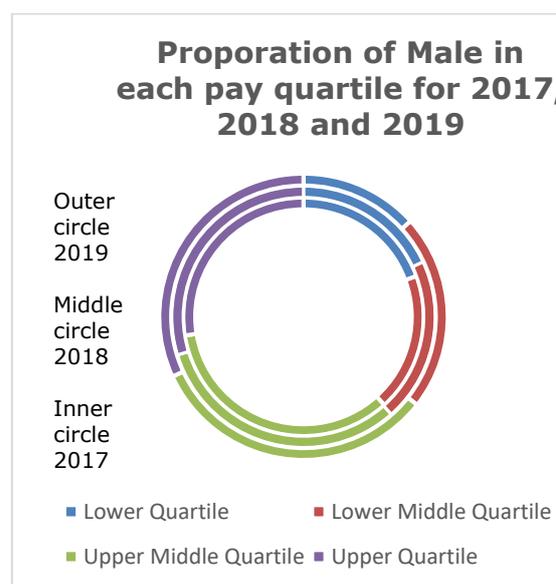
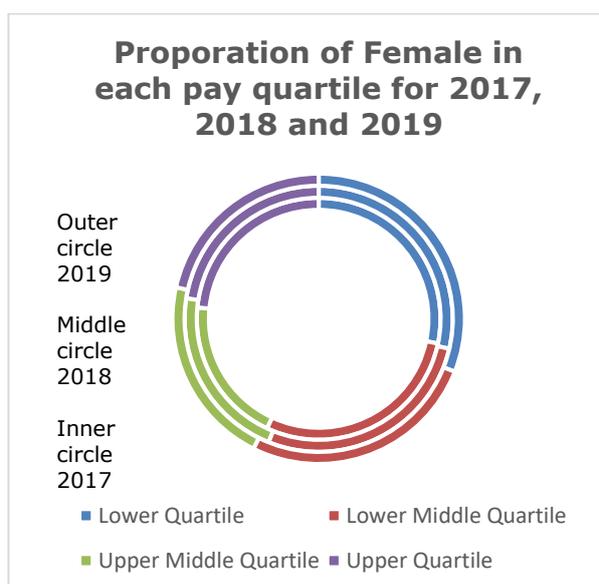
In the upper quartile there remains are more females than males in the College Leadership Team and this has been consistent over the 3 year period.

There is a strong female presence in every quartile of the College's composition, however there are proportionately more females in the lower quartiles.

The most significant change has been in the lower quartile, and in a similar picture to last year there were a disproportionate percentage of female staff in the lower and lower middle quartiles, which is the primary area of the gender pay gap for the last 3 years reporting period.

There are more fractional staff (term time, part time) and support staff occupying roles in the lower quartile; i.e. Cleaning Assistants, Learning Support Assistants, Apprentices, Invigilators, which are more likely to be held by females.

	Data 2017		Data 2018		Data 2019	
	Male	Female	Male	Female	Male	Female
Lower Quartile	29%	71%	25%	75%	18%	82%
Lower Middle Quartile	28%	72%	28%	72%	30%	70%
Upper Middle Quartile	51%	49%	44%	56%	44%	56%
Upper Quartile	41%	59%	41%	59%	43%	57%



From the data above, on the whole the composition of the quartiles have remained comparatively stable during the three year reporting periods. The most significant change has been in the lower quartile where Males have seen an 11 percentage decrease in the lower quartile from 2017 to 2019.

Bonus Gender Pay Gap

There is no bonus to report as at 31 March 2019. Previously a small percentage of business support staff were entitled to a 'performance related' bonus called Support Staff Standards Payment (SSSP) which is only applicable to Support Staff on Sixth Form Colleges terms and conditions of employment. This ceased following a change in contracts.

There no bonus payments made.

Summary and Findings – 2019 Data

The gender pay gap that is demonstrated can be explained through analysis of the workforce profile within the College.

The College employs a significantly greater percentage of female employees (66%) in comparison with male employees (34%). Therefore, in terms of the gender pay gap, this is disproportionate as a result of the composition of the workforce. Having a predominately female workforce means even a small fluctuation in male workforce can have a significant impact on the gender pay gap.

A higher proportion of female staff, over two thirds (76%), are in roles in the lower and lower middle pay quartiles. In the upper middle and upper quartile there are 56% of females. This compares to 24% of males in the lower and lower middle pay quartiles and 44% males in the upper middle and upper pay quartiles.

The data shows there are an overwhelmingly high proportion of female employees in lower paid roles, which significantly affects the average and median pay for each gender. The percentage of males significantly increases in the upper quartiles, reflecting of a more equal gender balance between male and female.

In the lower quartile a significant proportion of our workforce are employed in areas that are traditionally contracted out in many public sector organisations;

cleaning, however the College chooses to retain these services in-house and as such these roles are included in the gender pay gap data.

It is also recognised that the business support staff areas within the College including; Apprentices, Learning Support Assistants and other business support roles have a higher proportion of female employees presenting a gender imbalance. Similarly, the business support area also has a higher proportion of part time roles (i.e. term time only contracts and part time hours) which reflects the business needs/service provision; these roles tend to be more attractive to (predominantly female) parents and carers looking to balance work around childcare and caring responsibilities.

82% of the roles within the lower quartile are occupied by females which is reflective of society norms in that women are traditionally taking on a higher proportion of caring or dependent responsibilities and therefore take time out of the labour market which can affect or delay career progression.

Nationally there are more likely to be more males in senior role; especially very senior roles, whilst females are more likely than males to be in front line roles at the lower end of an organisation.

The College's business support staff and teaching staff are on different types of contracts; the teaching staff hourly rate appears much higher than business support staff hourly rate. This difference between the two staff groups translates into a gender pay gap as a high proportion of business support roles are occupied by female employees.

The overall pay gap reflects the workforce composition rather than pay inequalities. A key factor of the gender pay gap remains the underrepresentation of male employees in the lower paid roles within the College. The fact the College has significantly more females than males in roles attracting lower salaries is the main driver of the Colleges' gender pay gap. Such roles are paid the same hourly rate regardless of gender, thereby unless the College are able to appoint an equal number of male and female employees, with an equal distribution across all roles, it is likely the College will continue to have a gender pay gap.

The College applies the living wage every April, with the last increase in April 2019. As the College has a higher proportion of female relative employees within the lower and lower middle quartiles this action contributes to staff receiving the minimum wage as rates are reviewed every April.

Salary pay negotiations take place annually with the pay review panel. The pay review in March 2020 has looked to recognise those who are on the lower pay points and in line with this a higher percentage has been applied to the lower points on the pay scale for support staff.

The college has a rigorous recruitment process which ensure candidates are appointed based on experience and competency and reduces the capacity for bias. All employees are appointed on a pay scale both for curriculum and support roles.

It is considered that market forces may also have an impact within the education sector, as hard to fill vacancies such as engineering and construction, tend to remain male dominated. This is a notable at a national level as well as outlined in the AoC Workforce survey.

As a College we continue to be committed to ensuring our employees are not discriminated against because of their gender. The College will ensure that gender equality continues to be central to the College's recruitment processes and Equality, Diversity and Inclusion strategy.

Responding to the Gender Pay Gap

Telford College is committed to;

- Pay and reward
 - Continue to review pay negotiations, and recognise those on the lower pay points when considering such pay awards
 - Living wage applied to ensure employees receive a minimum wage
- Recruitment and retention
 - Review and improve the recruitment and selection process and provide guidance and appropriate training to managers in relation to flexible working option and to develop within them an awareness of unconscious bias.
 - Development of a job evaluation matrix to ensure new roles are benchmarked within the pay structure and any pay differences are addressed to ensure salaries are consistent, transparent and free of bias and these values underpin our recruitment and selection policies and procedures.
- Family friendly
 - Develop and improve family friendly policies
 - Continue to raise awareness and promote flexible working arrangement available to the full workforce to enable the execution of caring responsibilities
 - Facilitate discussion and consideration to flexible working (work life balance) for women re-joining the work force
 - Monitor the up take and impact of flexible working
- Equality and Diversity

- Embedding gender pay and gender equality within its approach to Equality, Diversity and Inclusion
- Embed equality and diversity into all study and apprenticeship programmes and tutorial sessions for the next generation
- Promoting equal opportunity and dispelling gender misconceptions and stereotypes by raising awareness of the range of career opportunities
- Progression
 - Continue to develop the Management development programme whereby all existing college managers are given the opportunity to develop their management skills to aid their career progression.
 - Continue to encourage professional and personal development through college wide qualifications. We will use the apprenticeship reforms to develop more career pathways and staff development and actively encourage existing staff to benefit from these opportunities.
 - Continue to develop and implement the college talent management scheme college wide.

The impact of these actions will not be seen immediately and are unlikely to show a positive impact until we publish future Gender Pay Gap figures.



Graham Guest

Principal