



Gender pay gap report 2024

Executive summary

This report outlines the gender pay gap at the College as of the snapshot date, 5 April 2024. Our mean gender pay gap is 3.3%, and our median gender pay gap is 4.7%. We have implemented several measures to reduce our gender pay gap and are committed to further actions to promote equality and diversity within our workforce.

Introduction from the CEO

At the College, we are committed to ensuring equality of opportunity and promoting diversity for all staff. Our recruitment and employment practices aim to support equal opportunities and eliminate unlawful discrimination. We are dedicated to closing the gender pay gap, ensuring fair pay for all employees, and fostering an inclusive workplace. Our commitment extends beyond gender to encompass all aspects of Equality, Diversity, and Inclusion (EDI), ensuring that every employee, regardless of their background, feels valued and empowered to thrive.

Jackie Weller, Interim Chief Executive



Introduction

Gender pay gap reporting is a legal requirement for all organisations employing over 250 employees. This report outlines the gender pay gap as of the snapshot date, 5 April 2024. On this day we had 256 full-pay relevant employees (160 female, 96 male).

What is the gender pay gap?

The gender pay gap is the difference between the average earnings of men and women, expressed as a percentage of men's earnings. It highlights the overall disparity in average pay between men and women across an organisation, distinct from equal pay, which ensures individuals are paid the same for the same or similar work.

How is the gender pay gap calculated?

We calculate the following information to determine our gender pay gap:

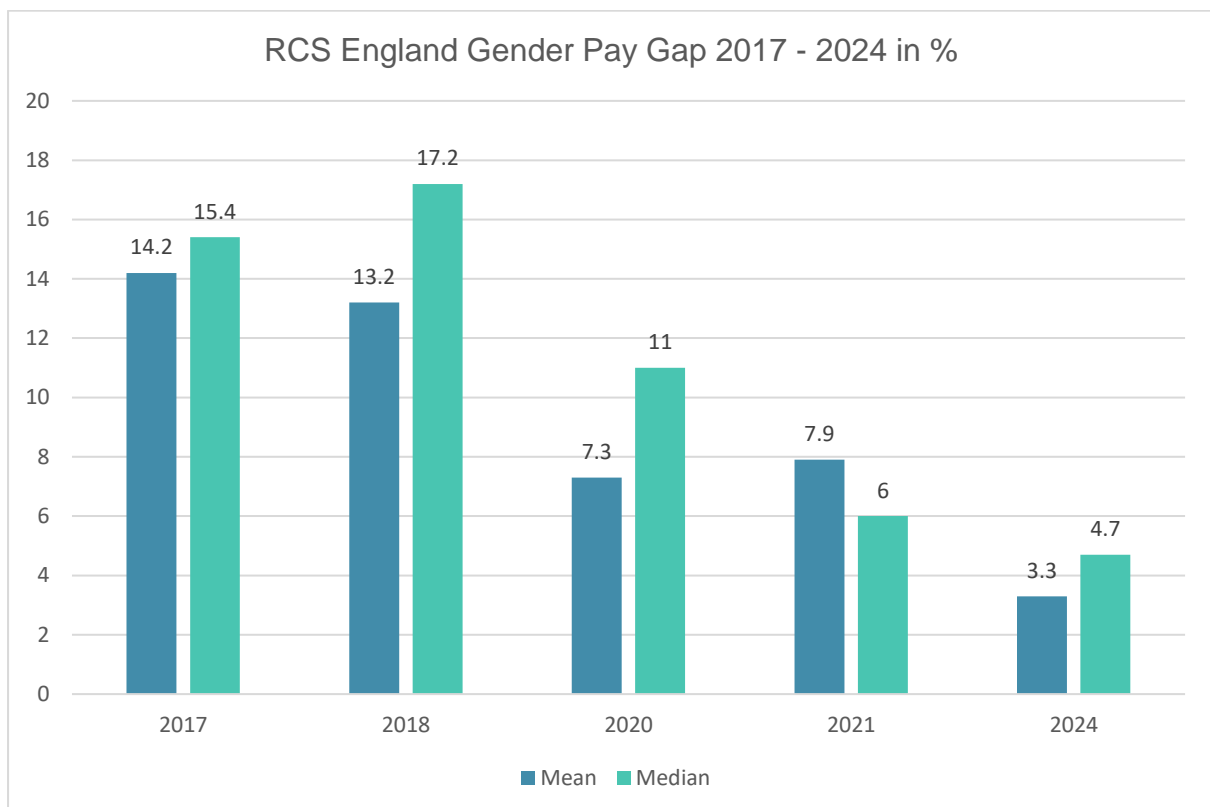
- **Mean gender pay gap:** The difference between the average hourly rate of pay for male and female employees.
- **Median gender pay gap:** The difference between the middle hourly rate of pay for male and female employees.
- **Proportion of males and females in each quartile band:** The distribution of male and female employees across four equal pay bands.

As the College does not pay bonuses, there is no gender bonus gap to report. Our data is calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Results of gender pay gap analysis 2017 – 2024

This chart illustrates the evolution of our gender pay gap from 2017 to 2024, highlighting the significant progress we have made in reducing the disparity between male and female earnings over the years.





Gender pay gap 2024 analysis

Our gender pay gap has shown significant improvement over the years. As of April 2024, our mean gender pay gap is 3.3%, and our median gender pay gap is 4.7%. This is a notable decrease from 2018, where the mean gap was 13.2% and the median gap was 17.2%.

Mean gender pay gap

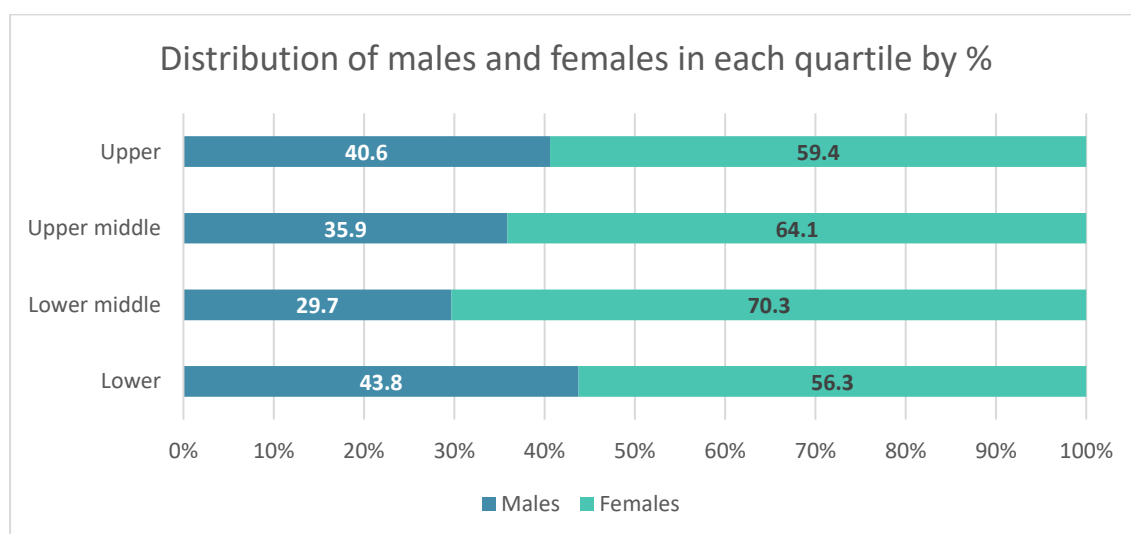
- Mean male hourly rate: £24.87
- Mean female hourly rate: £24.05
- Absolute difference: £0.81 per hour (3.3%)

Median gender pay gap

- Median male hourly rate: £21.84
- Median female hourly rate: £20.81
- Absolute difference: £1.04 per hour (4.7%)

Pay quartiles

Each pay quartile represents 25% of our workforce ranked by pay.





Detailed analysis

Our gender pay gap has shown a positive trend over the years, reflecting our ongoing efforts to promote gender equality within the organisation. The highest contributor to our mean pay gap is the upper quartile, which contributes 6.4 percentage points, indicating a higher concentration of male employees in this quartile. The lower quartile also contributes significantly, with a notable proportion of female employees, suggesting the need for more balanced representation across all pay quartiles.

While we have seen progress with an increase in the number of females in the upper middle quartile, there remains a disproportionate number of females in the lower middle quartile. This highlights the need for continued efforts to support career progression for women and ensure equitable opportunities for advancement. Overall, our gender pay gap has decreased significantly from previous years, demonstrating the effectiveness of the measures we have implemented. However, we recognise that there is still room for improvement, and we are committed to taking further actions to close the gap and promote a more inclusive workplace.

Actions taken

We have implemented several measures to reduce our gender pay gap and promote a more equitable workplace. These actions include:

1. **Analytical job evaluation system and pay structure:** We introduced an analytical job evaluation system and a structured pay framework to ensure a consistent, fair, and transparent approach to determining pay rates based on job responsibilities and requirements across the organisation.
2. **Flexible working options:** We introduced enhanced flexible working options, and our ways of working model helps staff achieve a better work-life balance.
3. **Parenthood provisions:** We introduced equal pay and leave for all parents regardless of gender, encouraging shared caring responsibilities.
4. **Paid carers leave:** We introduced paid carers leave to support staff with caring responsibilities, helping them balance work and caregiving duties.
5. **Regular equal pay audits:** We conduct annual equal pay analyses to monitor and address pay disparities, ensuring continuous improvement in our pay practices.



Next steps

To further reduce our gender pay gap, we will focus on enhancing our recruitment processes, ensuring fair and transparent performance reviews and pay awards, supporting career progression, and providing comprehensive training and development programmes.

Our next steps include:

- 1. Enhance recruitment processes:** We will review our recruitment processes to ensure they are inclusive and fair, aiming to diversify our candidate pools and reduce unconscious bias.
- 2. Monitor job progression and promotion by gender:** We will annually monitor job progression and promotion to ensure they are proportionate to the workforce balance, identifying and addressing any disparities. Additionally, we will review the needs of more senior positions to understand if they can be performed part-time or as a job share, to increase professional opportunities.
- 3. Develop tools and information for colleagues:** We will create resources to support colleagues, especially those taking family leave, ensuring they are informed about development and promotion opportunities.
- 4. Increase transparency:** We will further enhance transparency in performance reviews and pay awards to build trust and confidence among employees.
- 5. Training and development programmes:** We will implement programmes focused on leadership and career progression for women.
- 6. Regular monitoring:** We will continue to analyse gender pay gap and equal pay data annually to assess the impact of our actions and ensure continuous improvement.

By incorporating these steps, we aim to make significant strides in reducing the gender pay gap further and promoting a more inclusive and equitable workplace.

Statement from the CEO

Our commitment to closing the gender pay gap is unwavering. We are dedicated to creating an inclusive workplace where everyone has equal opportunities to succeed. By focusing on improving our recruitment processes and supporting career progression, we aim to make significant strides in reducing the gender pay gap further. While we are pleased with the progress we have made so far, we recognise that our work is not done. We remain committed to continuous improvement and ensuring that our organisation is a place where everyone can thrive.

Jackie Weller, Interim Chief Executive