

Gender Pay Gap Report March 2022

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

The College continues to positively move forward and in the last 12 months has come out of financial intervention and achieved a Grade 2 (Good) at a full Ofsted Inspection during February 2022.

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 permanent 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.

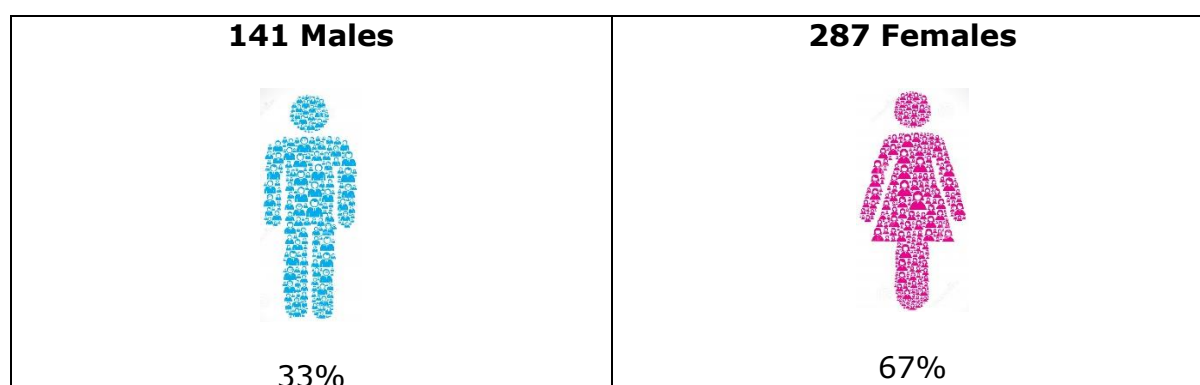
Additional Note: Covid Pandemic

The reporting snapshot data for this submission is 31st March 2021. In the 2021 report it was noted that any impact from the pandemic may be seen in future data i.e. this report and potentially 2023's report. However, it appears that there is no noticeable impact in favour or detriment in the 2022 data. The data has remained largely static.

Statistical Breakdown

On the snapshot date of 31 March 2021 the College employed a total of 428 relevant employees;

There has been a decrease in the number of staff on the snapshot date from 443 in 2020 to 428 in 2021.



The data highlights that combining the curriculum and business support employees we have 67 % females and 33% male staff. Female staff remain the majority, with no difference in the reporting data between 2020 and 2021. This may be reflective of a lack of movement of staff during the pandemic i.e. because times were uncertain, education was a more stable environment to be employed in during the pandemic and therefore staff retention was higher.

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 £14.06 per hour, compared with £12.99 per hour for female relevant employees.



The mean gender pay gap is 7.5%.

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 £14.77 per hour, compared with £12.10 for female relevant employees.

The median pay gap is 18.5%.

	Mean Hourly Rate	Median Hourly Rate
Average	£13.66	£13.53
	£12.99	£12.10
	£14.06	£14.77
Gender Pay Gap Difference	7.5%	18.5%

Four Year Data

	2018	2019	2020	2021	+/- percentage
Mean Gender Pay Gap	14.6%	15.9%	7.6%	7.5%	-0.1%
Median Gender Pay Gap	21.7%	20.6%	18.5%	18.5%	0%

In last year's data, we saw a significant decrease in the mean gap and a decrease in the median gap. However, this year, probably attributable to the comment made re lack of movement during the pandemic, there is negligible shift.

National Benchmark Data

The College median gender pay gap is higher than the National average but lower than the Education sector as a whole which remains 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 2021 (ONS Data Source 26 October 2021).

According to the ONS ASHE, it is also noted that the median gender pay gap nationally has seen a slight increase and this can be attributed to the proportion of women that were followed on lower pay rates who then would have been received 80% of that lower pay rate during the reporting period compared to the the proportion of men in these categories.







	Gender Pay Gap Median
All employee jobs United Kingdom 2020	16.4%
All employees Education United Kingdom	26.9%
Telford College	18.5%



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 287 females and 141 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	78% 	22% 
Lower Middle	71% 	29% 
Upper Middle	61% 	39% 

Upper	56% 	44% 
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This year's data shows a static position in the percentage of females in the lower pay quartile and the lower middle quartile is also static.

In the upper quartile there remains more females than males in the College Leadership Team and this has remained consistent over the 4 year period. As the College reviews it's plans for the future, it remains aware of the need to represent all aspects of diversity and inclusion to ensure that the leadership team is representative, particularly of the local area.

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

It remains the case that 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 2018		Data 2019		Data 2020		Data 2021	
	Male	Female	Male	Female	Male	Female	Male	Female
Lower Quartile	25%	75%	18%	82%	22%	78%	22%	78%
Lower Middle Quartile	28%	72%	30%	70%	29%	71%	29%	71%
Upper Middle Quartile	44%	56%	44%	56%	39%	61%	39%	61%

Upper Quartile	41%	59%	43%	57%	44%	56%	44%	56%
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From the data above, the composition of the quartiles has remained static over the last 2 reporting periods, again representative of the static position in terms of job movement.

Bonus Gender Pay Gap

There is no bonus to report as at 31 March 2021.

Summary and Findings – 2020 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 (67%) in comparison with male employees (33%). Having a predominately female workforce means even a small fluctuation in male workforce can have a significant impact on the gender pay gap.

The data shows there are still a high proportion of female employees in lower paid roles, which affects the average and median pay for each gender. The percentage of males 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.

The impact of the pandemic is not so much on the data itself but on the outturn that there has been a relatively static position in terms of recruitment and retention which then would result in the lack of data shift in either direction.

The business support staff areas within the College including; Apprentices, Learning Support Assistants and other business support roles continue to 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. During the pandemic, a significant amount of flexible working was agreed and this continues so in future reports we should see the impact of this in a positive way.

78% 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.

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 as an average (because the lecturer pay scale starts a higher base level than that of a business support worker where the range of roles is vast and starts at national living wage). 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 continues to reflect 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, this remains reflective of the overall population.

The College applies the living wage every April, with the last increase in April 2021. 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. In future reporting, we will expect to see a significant impact to the gender pay gap in favour of females in the lower quartile because of the significant uplift in National Minimum Wage in April 2022. That will not be apparent until 2024 report however as the 2023 report will include the snapshot data from March 2022, not April 2022 when that increase will be implemented.

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.

As a College we continue to be committed to ensuring our employees are not discriminated against because of their gender, or any other protected characteristic. 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
 - Continue to review remuneration package and attraction incentives for hard to fill roles
 - Living wage continues to be applied to ensure employees receive a minimum wage
- Recruitment and retention
 - At least one member of a recruiting panel must be Safer Recruitment trained and that is checked at the shortlisting stage
 - Increased benchmarking of new roles is being utilised using AoC data, advertised roles at similar establishments, College data and market forces in conjunction with reviewing remuneration packages as noted above
- Family friendly
 - Continue to develop and improve family friendly policies. In April 2021, the flexible working policy was reviewed, has been EDI impact assessed and has included an emphasis on harnessing the positive elements of flexible working during the pandemic in to future considerations. We should continue to see the positive impact of these actions post pandemic
 - 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

Jo Pay

Director of Human Resources