

Gender Pay Gap Report 2022

This report outlines our gender pay gap data for 2022, and we are required to publish this data by 31 March 2023 via the Government portal and college website.

Telford College is committed to a fair approach to pay and reward for all staff, irrespective of gender. We will use the data and reporting process to identify any pay gap issues and actions we can take.

This is our annual gender pay gap report for the snapshot date of 5 April 2022.

What is the Gender Pay Gap

The Gender Pay Gap shows the difference in average hourly pay between males and females in an organisation. The Gender Pay Gap does not measure equal pay, but enables organisations to identify where a gender pay gap exists, looking into potential reasons and identify actions that can be taken to address this.

The gender pay gap data and likely causes will vary considerably between sectors and individual organisations due to differences in size, structure, job roles and demographic workforce profile.

Telford College profile

67% of the college workforce are female staff and **34%** male staff.

This has remained broadly consistent over the last 3 years, with approximately two thirds of the workforce who are female. On a national basis the education sector employees a significantly higher proportion of women.

Our Gender Pay Gap data

- Our mean gender pay gap is **15.2%**
- Our median gender pay gap is **27.5%**

Our bonus pay

Telford College has no bonus pay schemes in operation and therefore no data to report.

Pay quartiles by gender

This table shows our workforce divided into four equal-sized groups based on hourly pay rate. Band A includes the lowest-paid 25% of employees (the lower quartile) and band D covers the highest-paid 25% (the upper quartile).

Band	Males	Females
Lower quartile	22%	78%
Lower middle quartile	16%	84%
Upper middle quartile	49%	51%
Upper quartile	49%	51%

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The "lower quartile" is the lowest group. The "upper quartile" is the highest group.

The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

How do we compare?

As this report demonstrates we have worked to attract more men into our organisation and the education profession. The two higher quartiles are representative of the general population, with 52.7% of the workforce female, and 47.3% of the workforce are male.

It is our intentions to work on initiatives to improve our Gender Pay Gap by addressing the difficulties in attracting and retaining males to roles which are entry or developmental roles, and roles traditionally attractive to female staff, which would fall within our lower quartiles.

The job roles within the lower quartile are dominated by female staff, in roles of educational support staff, administrative staff and these roles fall within our broader strategies to attract and retain individuals to reflect our local communities.

It is our intention to undertake this work through anonymised shortlisting, gender-neutral role advertising, and active training opportunities, providing more clearly mapped routes for career development, all of which will assist in retaining particularly male employees.

This pattern from the UK economy as a whole is reflected in the make-up of our organisation.

The mean gender pay gap for the whole economy (according to the October 2022 Office for National Statistics (ONS) annual survey of hours and earnings (ASHE) figures) is 14.9%, while in the education sector it is 16.1%. At 15.2%, our mean gender pay gap is higher than the whole economy and less than within our sector.

The median gender pay gap for the whole economy (according to the October 2022 ONS ASHE figures) is 15.4%, while in the education sector it is 22.2%. At 27.5%, our median gender pay gap is higher than the whole economy and our sector.

What are we doing to address our gender pay gap?

We are not happy with our gender pay gap. We are committed to doing everything we can to reduce the gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

So far, we have taken the following steps to promote gender diversity:

- **Creating an evidence base:** To find any barriers to gender equality and to help us make priorities for action, in 2022 we introduced gender monitoring to understand:
 - the number of men and women applying for jobs; and being recruited;
 - the number of men and women applying for and getting promotions;
 - the number of men and women leaving our organisation and their reasons for leaving;
 - the number of men and women in each role and pay band;
 - the number of men and women working flexibly and their level within our organisation;
 - the number of men and women who return to their original job after maternity or other parental leave.
- **Supporting staff and flexible working:** We have developed new guidelines for managers on supporting employees in 2023, with the introduction of a special leave policy, encompassing the range of options for staff from diverse backgrounds and personal circumstances. Many staff work in roles where term time responsibilities impact on their ability to work.
- **Review the recruitment process:** Using anonymised application forms to remove opportunities for gender bias with shortlisting managers.

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we are doing to reduce the gender pay gap and the progress that we are making.

We are asking for your help to work out the barriers (and the drivers) for female employees.

Over the next year, we will:

- Create a clear apprentice strategy within all departments, providing entry level positions, with training and development.
- Review the pay structures within the lower quartile, considering minimum wage expectations and roles within reach of these to restructure the pay framework.
- Update the college's policies around appraisals and internal development opportunities to assist in attracting and retaining talented individuals.

Any further initiatives launched throughout the year will be reported on the Staff Portal.

I, Laura Roche, Head of Human Resources, confirm that the information in this statement is accurate.
March 2023