

# Gender Pay Gap Report March 2021

## 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 the curriculum continues to evolve 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 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.

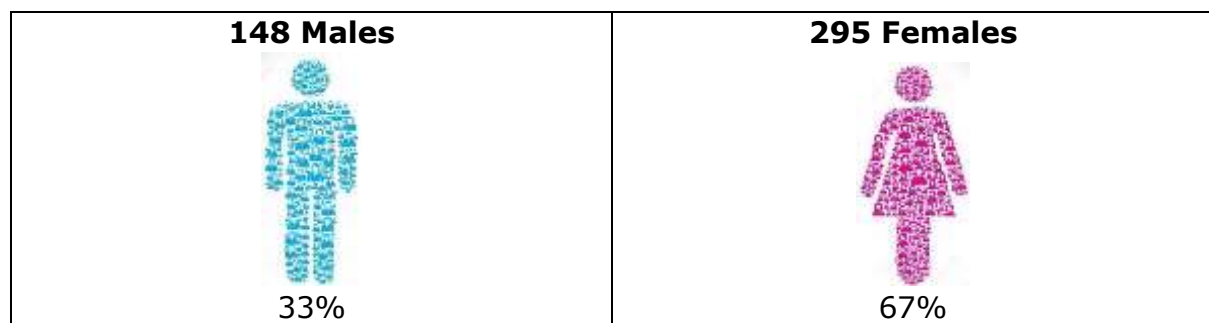
#### **Additional Note: Covid Pandemic**

The reporting snapshot data for this submission is 31<sup>st</sup> March 2020. This data should therefore not be viewed as impacted in any way by the pandemic. Any impact from the pandemic would be seen in future data where the snapshot date will be 31<sup>st</sup> March 2021.

#### **Statistical Breakdown**

On the snapshot date of 31 March 2020, the College employed a total of 443 relevant employees;

There has been a decrease in the number of staff on the snapshot date from 478 in 2019 to 443 in 2020.



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 a marginal increase differentiation of 1% between 2019 and 2020 reporting data.

This data is reflective of the education sector; according to the AoC College Workforce Survey 2018/2019 (published 2020) data for gender was 36% male and 64% 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 £13.92 per hour, compared with £12.86 per hour for female relevant employees.



The mean gender pay gap is 7.6%.

#### **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 £14.62 per hour, compared with £11.92 for female relevant employees.

The median pay gap is 18.5%.

	Mean Hourly Rate	Median Hourly Rate
Average	£13.53	£13.40
	£12.86	£11.92
	£13.92	£14.62
<b>Gender Pay Gap Difference</b>	<b>7.6%</b>	<b>18.5%</b>

#### Four Year Data

	2017	2018	2019	2020	+/- percentage
Mean Gender Pay Gap	20.5%	14.6%	15.9%	7.6%	-8.3%
Median Gender Pay Gap	18.4%	21.7%	20.6%	18.5%	-2.1%

Compared to last year's data we have seen a significant decrease in the mean gap from 15.9% in 2019 to 7.6% in 2020. There has been a decrease in the median gap from 20.6% in 2019 to 18.5% in 2020. The decrease in the mean gap is commented upon in the summary and findings.

The data shows the median hourly pay gap has improved by 2.1% from 20.6% in 2019 to 18.5% in 2020, 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 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 2020 (ONS Data Source 3 November 2020)







	Gender Pay Gap Median
All employee jobs United Kingdom 2020	15.5%
All employees Education United Kingdom	26.5%
Telford College	18.5%



### Quartile Pay Bands

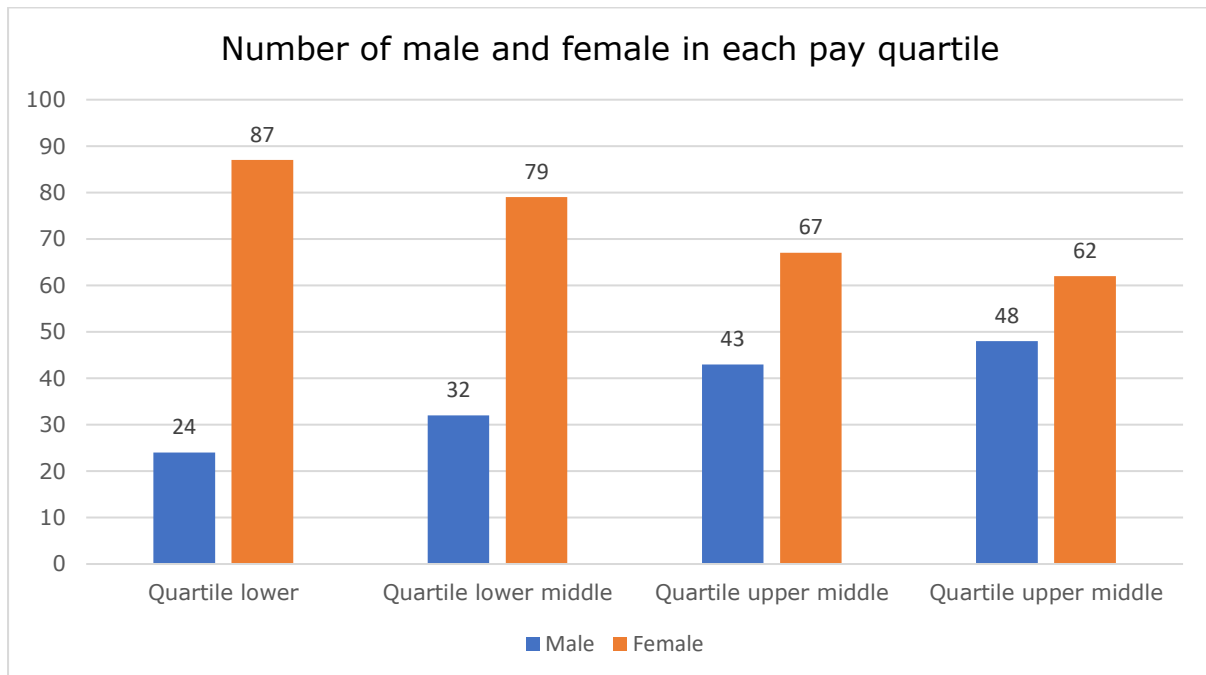
The information below shows the proportion of men and women in each quartile (lower, lower middle, upper middle and upper quartile) pay band. The lower quartile represents the lowest salaries and the upper quartile represents the highest salaries.

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

At our snapshot date, there were 295 females and 148 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
<b>Lower</b>	78% 	22% 
<b>Lower Middle</b>	71% 	29% 
<b>Upper Middle</b>	61% 	43% 

Upper	56% 	43% 
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This year's data shows a decrease in the percentage of females in the lower pay quartile and the lower middle quartile has remained the same. There has been positive movement in the percentage of females in the upper middle quartile.

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.

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

The most significant change has been in the upper middle quartile.

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		Data 2020	
	Male	Female	Male	Female	Male	Female	Male	Female
<b>Lower Quartile</b>	29%	71%	25%	75%	18%	82%	22%	78%
<b>Lower Middle Quartile</b>	28%	72%	28%	72%	30%	70%	29%	71%
<b>Upper Middle Quartile</b>	51%	49%	44%	56%	44%	56%	39%	61%
<b>Upper Quartile</b>	41%	59%	41%	59%	43%	57%	44%	56%

From the data above, on the whole the composition of the quartiles have remained comparatively stable during the four reporting periods. The most significant change has been in the lower quartile where Males have seen a 7% percentage decrease in the lower quartile from 2017 to 2020, a more balanced overall status than the 11% decrease overall reported in 2010, but also in the upper middle quartile where males have seen a 12% decrease from 2017 to 2020.

### **Bonus Gender Pay Gap**

There is no bonus to report as at 31 March 2020.

### **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.

A higher proportion of female staff, (74%), are in roles in the lower and lower middle pay quartiles, though this has decreased by 2% points since the last report. In the upper middle and upper quartile there are 59% of females, an increase of 3% points since the last report. This compares to 26% of males in the lower and lower middle pay quartiles and 41% males in the upper middle and upper pay quartiles.

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 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 important to note that the pay award of 2020 looked to redress some of the balance of the lower paid roles at the College, and a hybrid award was given (2% at the lower spine points, and 1.5% for the remainder of the population, with the SLT & ELT excluded). This has had a significant impact on the mean percentage as those earning national living wage were uplifted, given that this group has a proportionately higher amount of females, this shows in the "average" percentage gap closing, though perhaps more reflective is the median gap, that has decreased but by a more measured amount as the median takes the middlemost salary point in the group.

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. We should expect to see the impact of more flexible working arrangements in future data, as the pandemic has "forced" a different way of working, the benefits of which we will look to harness in to positive outcomes.

74% 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, though at Telford College, the Senior Leadership Team is overwhelmingly predominantly female.

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 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, this remains reflective of the overall population.

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.

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. The College has worked hard to positively buck the trend and there are a proportion of females in Engineering, Construction and Aviation departments.

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
  - Living wage continues to be 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
  - 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
- Family friendly
  - Continue to develop and improve family friendly policies. In April 2021, the flexible working policy has been 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
  - 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 encourage professional and personal development through college wide qualifications
    - Continue to develop and implement a college talent management approach

We are beginning to see a positive impact from some of the decisions that have been made at the College around pay and will continue to work with a balanced approach to fairly address any imbalance.

**Jo Pay**

Director of Human Resources