



Gender Pay Gap Report

March 2024

Snapshot Date 31st March 2023

At Telford College our vision is to **“To be an outstanding educational provider for our community, ensuring that students achieve positive outcomes aligned to high aspirations, and through collaborative engagement, support employers to have the required skills to develop and grow their workforce”**

Growing and developing our own workforce is a key commitment and is reflected within our core values and entwined within everything that we do. To ensure we have a positive impact and make a real difference it is essential that we retain and attract the very best talent by rewarding our employees in a fair and transparent way.

We are committed to understanding and reducing our pay gap to ensure increased inclusion and progression for all employees regardless of gender. Closing the pay gap is not an easy fix. Interrogating our own data highlights how minor staff changes throughout a year causes fluctuations in our year on year gender pay gap. Having a predominately female workforce means even a small fluctuation in our male workforce can have a significant impact on our gender pay gap.

To support more equilibrium in the distribution of women and men across our pay quartiles will take time but we are committed to tackling the disparity of pay between men and women.

What is our gender pay gap?

Each year we are required to publish statutory calculations showing the pay gap between our male and female employees.

The gender pay gap shows the difference between the average hourly pay for men and women across all ages, roles, and organisational levels. It differs from equal pay which is the right for men and women to be paid at the same rate of pay for work that is of equal value. It is unlawful to pay people unequally on the basis of their gender.

The difference in hourly pay between male and female employees at Telford College is shown as of 31 March 2023 in the statistical breakdown below. We have included the data reported for 2022 for comparison purposes.

Statistical Breakdown

On the snapshot date of 31 March 2023, the College employed a total of 391 relevant employees.

There has been a decrease in the number of staff on the snapshot date over the last 3 years from 428 in 2021 to 391 in 2023.

135 Males
35%

256 Females
65%

The data highlights that even with a year on year reduction in staff numbers, the proportion of women and men within the workforce has remained relatively consistent.

This data is reflective of the FE sector; according to the AoC College Workforce Survey 2020/2021 (published November 2022) there has been no percentage change in the number of female employees at 64% (36% are male) compared to the 2019/20 survey.

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 £17.84 per hour, compared with £14.90 per hour for female relevant employees. The mean gender pay gap is 16.48%.

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 £19.02 per hour, compared with £13.12 for female relevant employees. The median pay gap is 31.03%.

	Mean Hourly Rate	Median Hourly Rate
Women	£14.09	£13.12
Men	£17.84	£19.02
Gender Pay Gap Difference	16.48%	31.03%

Two Year Data

	2022	2023
Mean Gender Pay Gap	15.20%	16.48%
Median Gender Pay Gap	27.05%	31.03%

Compared to last year's data we have seen a slight increase in the mean gap from 15.2% in 2022 to 16.48% in 2023. There has also been an increase in the median gap from 27.05% in 2022 to 31.03% in 2023.

National Benchmark Data

Across the UK, the mean gender pay gap for all employees has been declining slowly over time. Among all employees, be they part time or full-time the gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and is below the levels seen in 2019 of 17.4%. National Statistics Annual Survey of Hours and Earning (ASHE) for 2023.

The gender pay gap in Education is higher than the national average, at March 2022 it was at 25.4%.

Bonus Gender Pay Gap

The gender bonus gap is the difference between any bonus received by men and women. There is no bonus to report as at 31 March 2023.

How is Pay Distributed Across the College?

We are required to show the split of male and female employees within pay quartiles. These are calculated by splitting the whole workforce into four, equal sized pay bands based on hourly pay. The percentage of men and women is then calculated for each band.

		Men	Women
2023	Upper Quartile	48%	52%
	Upper Middle Quartile	46%	54%
	Lower Middle Quartile	18%	82%
	Lower Quartile	26%	74%
2022	Upper Quartile	49%	51%
	Upper Middle Quartile	49%	51%
	Lower Middle Quartile	16%	84%
	Lower Quartile	22%	78%
2021	Upper Quartile	44%	56%
	Upper Middle Quartile	39%	61%
	Lower Middle Quartile	29%	71%
	Lower Quartile	22%	78%
2020	Upper Quartile	44%	56%
	Upper Middle Quartile	39%	61%
	Lower Middle Quartile	29%	71%
	Lower Quartile	22%	78%

At our snapshot date, there were 256 females and 135 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.

This year's data shows a slight reduction in the percentage of females in the lower pay quartile and the lower middle pay 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.

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.

Addressing Our Gender Pay Gap

There are many factors that contribute towards a gender pay gap, these originate from the wider education and employment landscapes as well as factors within any workforce.

These causes are complex and varied though we know that structural factors are the key cause of the gender pay gap. These include occupational segregation and women's concentration in low-paid, highly feminised sectors, we have a predominately female workforce, and a high proportion of females are employed within our lower paid quartiles. It is evidenced and researched that the part-time pay penalty and women's disproportionate responsibility for unpaid caring are all factors within the gender pay gap.

The Education sector and FE sector in which we operate has a high proportion of female employees. For these reasons, tackling the gender pay gap will require a long-term, sustained approach to eliminating barriers for our people so we can create a diverse and inclusive culture.

We are disappointed that our gender pay gap this year has not continued to move in the right direction but we do maintain our commitment to reducing pay gaps.

Addressing Our Gender Pay Gap

We are taking the following steps to promote gender diversity:

- **Audit data to create an evidence base**

To identify barriers to gender equality during the recruitment cycle

- **Reviewing the recruitment process**

To remove opportunities for gender bias

- **Strengthen internal development opportunities**

Upskill all staff and provide professional development opportunities

- **Supporting staff**

Develop new guidelines for managers on supporting employees with the introduction of a Special Leave policy

- **Reward review**

Review our approach to Rewards and Benefits

- **Family friendly policy**

Promoting and developing a family friendly policy which is aimed at increasing access to employment and development opportunities for all those with caring responsibilities.

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, and ensuring a greater balance in the distribution of women and men across the College will take time.

We are committed to narrowing the gender pay gap and ensuring that barriers to employment and the progression of our people are removed.

Graham Guest
Principal Group Chief Executive