

GENDER PAY 2017

City of Wolverhampton College will be reporting its Gender Pay gap shortly in line with Government regulations. The information contained in this document has been drawn from our payroll as at 31 March 2017. On that date we employed 320 females and 201 males in the College who were subject to this analysis. We are proud that unlike some businesses who have a male dominance, we have significantly more women employed in this sector at all levels. Women are able to have careers in the College and on the date that the data refers to, we had a female Principal/Chief Executive and the remainder of EMT was made up of 3 females and 2 males.

Based on the UK government's methodology which came into force in April 2017, the College are reporting a mean gender pay gap of 10.85% and a median gender pay gap of 27.79%. (People Management magazine have reported that the Education mean is 14.4% in 2017)

Gender pay generally compares average pay and bonus by men in the workplace compared to the average pay and bonus for women.

Gender pay analyses all employees and organises them in terms of their gender and pay rate. The calculations are then about the 'mean' pay for females and the 'mean' pay for males. This is the average that all females who work in the College earn and the average that all males who work in the College earn.

Mean Gender Pay Gap in Hourly Pay

Gender	Full-Pay Relevant Employee Count
Female	306
Male	201
Total	507

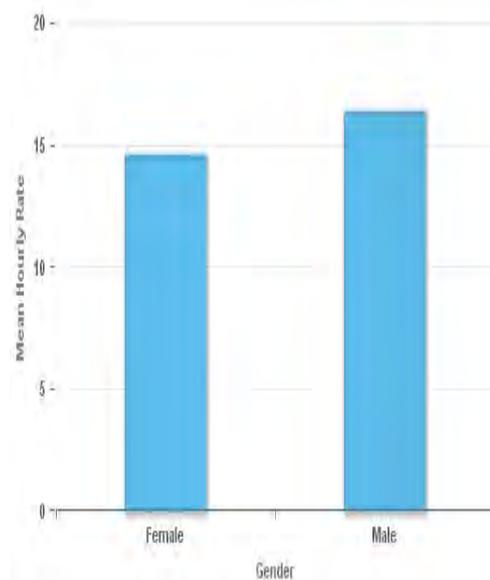
Gender	Mean Hourly Rate
Female	14.57
Male	16.35
Mean Average	15.28

Female: 14.57

Male: 16.35

Female Difference: 1.77

Mean GPG Hourly Rate %:
10.85%



The second calculation is to take the pay rates for females and take the 'median' pay – this is the mid-point of pay for females and compare it with the mid pay point of pay for males.

Median Gender Pay Gap in Hourly Pay

Gender	Median	
Female	£ 12.21	
Male	£ 16.91	
Difference	£ 4.70	Median GPG 27.79%



As you will see from the explanation above, gender pay is not the same as equal pay. This exercise is not a pay issue, it is a representation issue. We do not believe that we have any equal pay issues.

What has caused our gender pay gap?

Our analysis of the gender pay gap is being driven by the following factors:

- We employ more females than males in the College. When we breakdown the information and split the College into 4 quartiles we see the following:

Top quartile (people who earn the most)	Male 46.39%	Female 53.61%
Upper middle quartile	48.95%	41.05%
Lower middle quartile	30.53%	69.47%
Lower quartile (people who earn the least)	30.95%	69.05%

- You can see that we have more than double the number of females to males in the bottom 2 quartiles. Whilst we have paid the living wage and

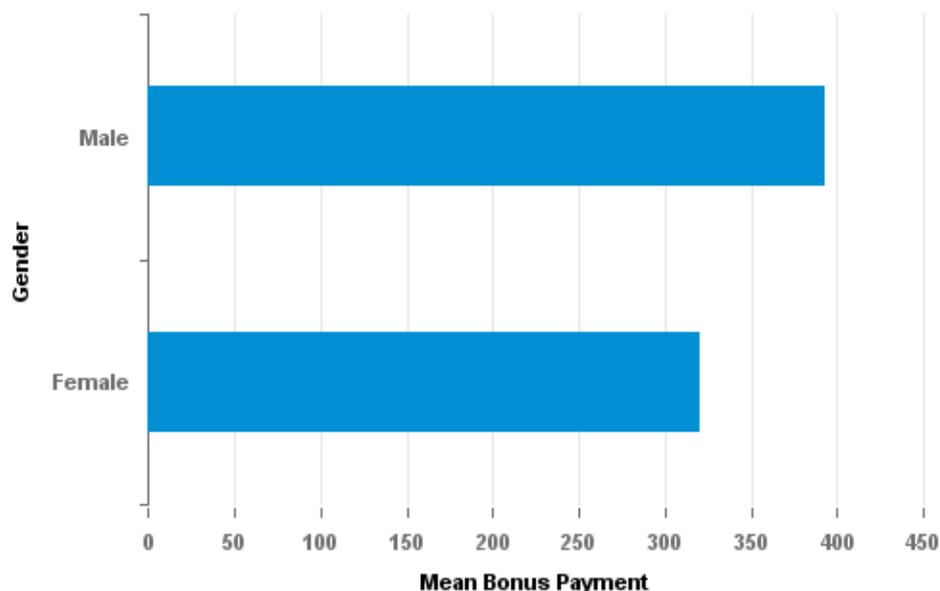
not the national minimum wage for some years, as the number of females that we employ in support is more than double the amount of males this affects both the mean and median calculations. The majority of our male employees are employed in the top 2 quartiles i.e. as lecturers and managers.

- We have also had for many years the opportunity for people to work flexibly for whatever reason that they want to and as a result almost 38% of our workforce are not full time employees. 57 of these at the point of the report, are male and 144 females. This clearly affects our gender pay result. However, we are pleased that so many of our staff are able to work in a way that supports their commitments outside of work whilst enabling them to progress in their careers. Therefore, we believe that this is the right thing to do for all staff and will continue to offer and promote flexible working to both male and female staff.

What has caused our gender bonus gap?

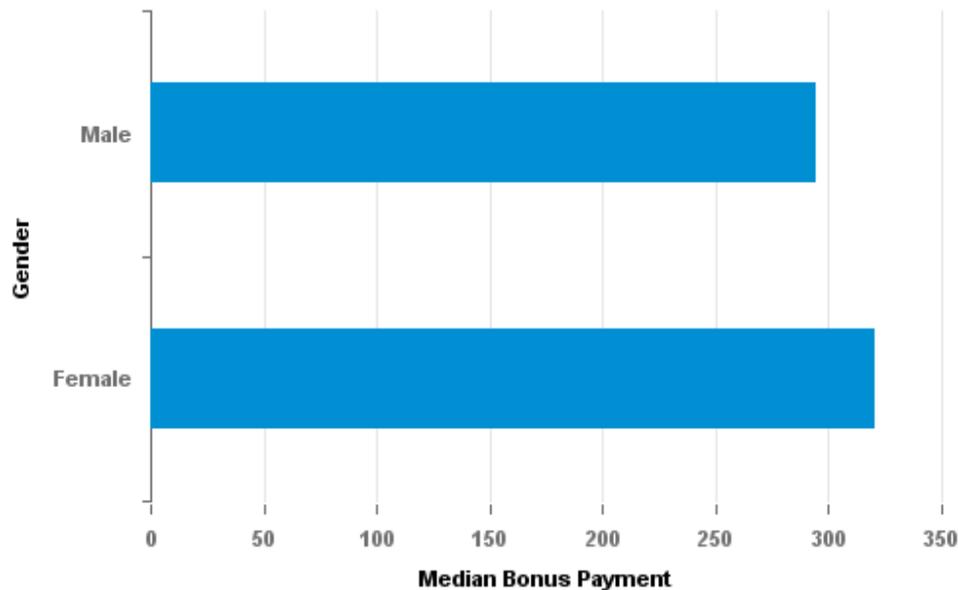
As part of the gender reporting, we also need to report on bonuses. The College has reported that the mean bonus score is 18.49% i.e. females paid less than males; but the median bonus score was -8.71% as the females earned more than the males. How this has happened is reported below:

The only bonus we paid last year was open to all staff and was to bring in apprenticeships/companies who wanted apprenticeships. For staff who did that, we paid £200 for each one. This £200 was paid net which means that the College paid the Tax/NI on each amount. Last year 5 people took advantage of this – 3 males and 2 females. As one of the men bought in two apprentices and all the rest bought in one, this has affected our mean bonus score (as this brings up the average male bonus pay).



In terms of the median statistic – we only had 2 females and therefore the calculation is an average of the two payments. One of the females pay is in the 40% tax bracket and therefore gross pay was higher to achieve the £200 net payment. The calculation therefore is misleading and it is important that staff

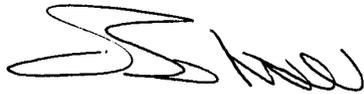
understand the figures that sit behind the calculation. All staff who bought in apprentices only received £200 net pay per apprentice.



So what do we intend to do?

- Whilst we understand that most Colleges have a higher female workforce than male and we are no different to others, we do understand that we have more females in support roles than we do males. Whilst females are well represented throughout the College and in particular in the top quartile, unless we recruit more males into the bottom two quartiles, we will always have a gender pay gap.
- We need to tackle the gender imbalance in the lower 2 quartiles. However, as an equal opportunities employer, we firmly believe in appointing the best candidate for the role, regardless of their gender or other factors. However, we will explore how we can attract more men into the College in order to create a more even gender balance in particularly at the lower levels.
- We will work with other Colleges through the Association of Colleges to identify actions that we can do to reduce the gender pay gap. However, we understand that there is no 'quick fix' for this and it is an area that we need to continue to work at over many years.
- We will continue to promote flexible working for male and female staff. We have seen this figure rise in the past few years and this way of working provides both the individuals flexibility and also allows the College to retain their talents.
- We will continue to remove as many casual contracts as we can and this is reviewed annually. This allows individuals to have certainty around hours worked, pay received and longevity of employment. These type of contracts are used for lecturer variable hours and learning support. The majority of people in these type of contracts are female staff which will affect our gender pay statistic.
- Bonus pay is not paid as a percentage of salary it is an absolute amount which means that this will not exacerbate the issue of gender pay but may continue to cause issues around bonus pay for the reasons outlined above.

- We have also removed the lower pay bands over the past 5 years so that the minimum we pay per hour starts at the living wage level. This is constantly reviewed in line with what you would expect a good employer to do and what the College can afford. We will continue with these practices and review pay along with its affordability.



Claire Boliver
Principal & Chief Executive
19 February 2018

