



# Gender Pay Gap

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2021 Reporting

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## Introduction

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017, requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2021. Enforcement for the reporting year 2020 was suspended in March 2020.

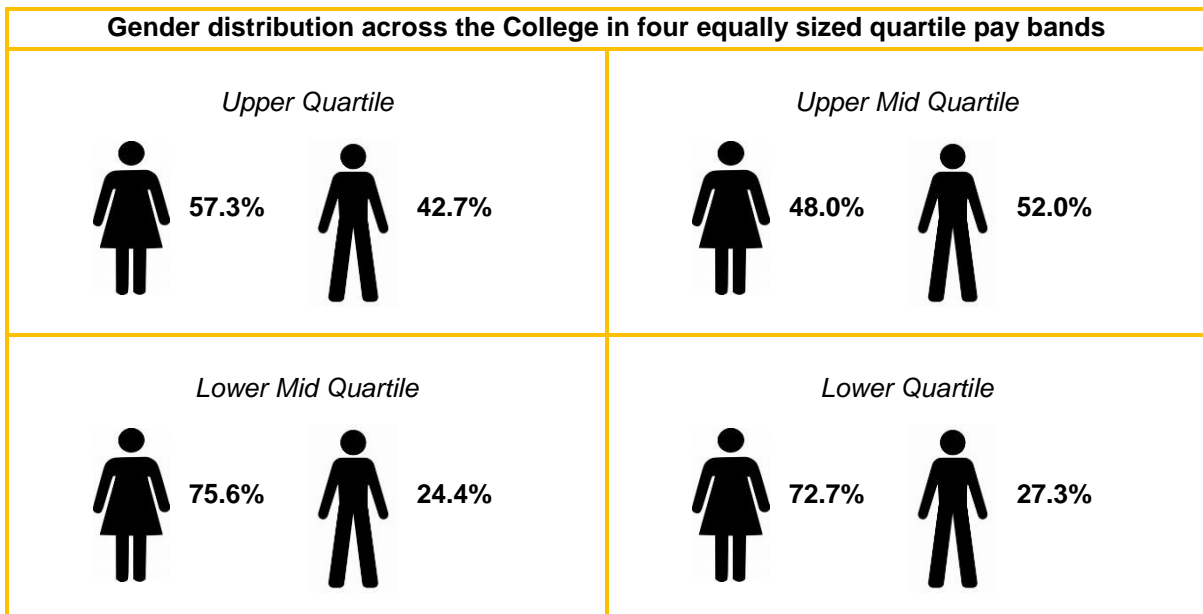
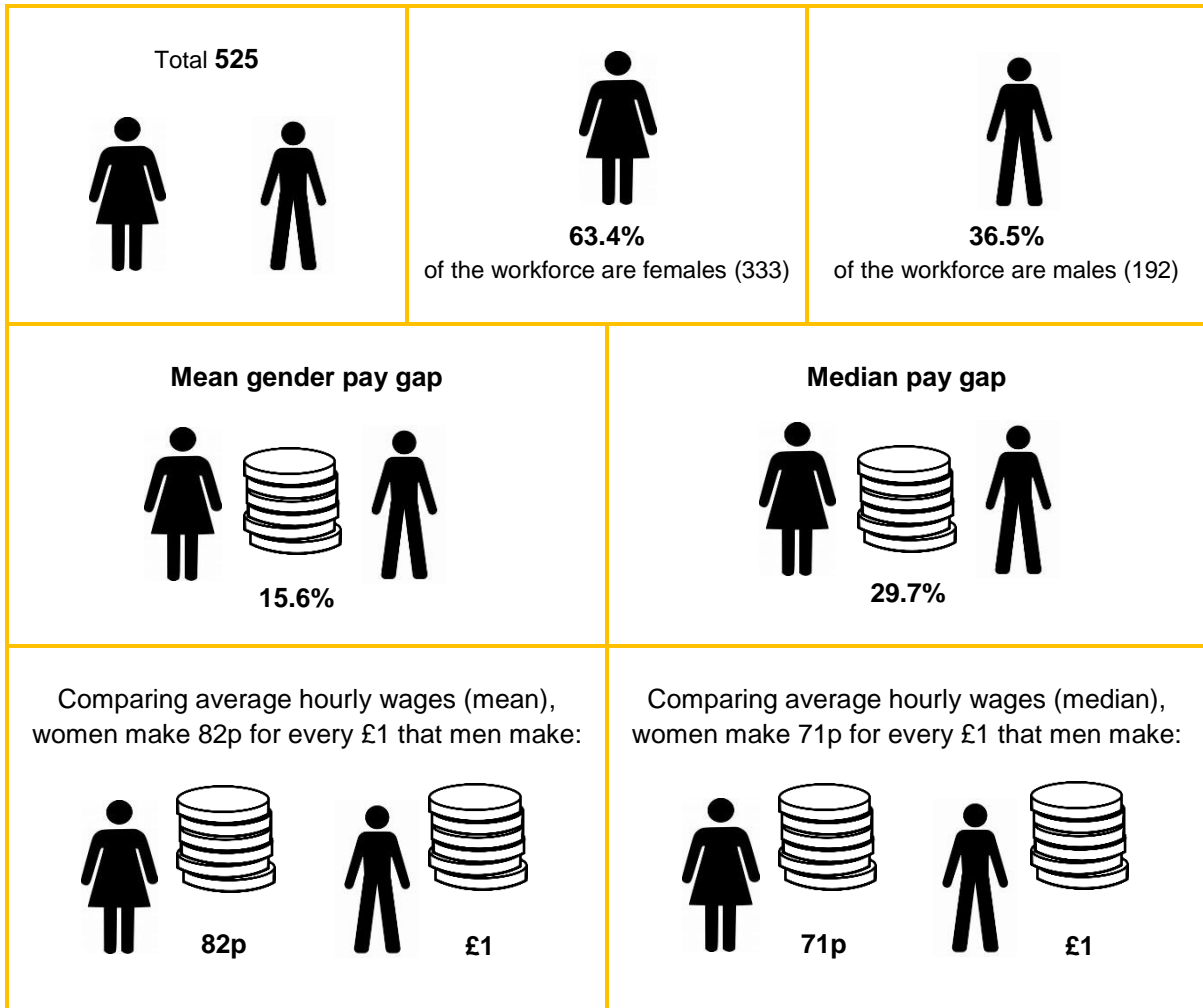
The gender pay gap is an equality measure that shows the difference in average hourly earnings between women and men.

The gender pay gap should not be confused with equal pay as they are not the same. Equal pay is when women and men are paid the same for like work.

Mean Pay Gap - the Mean Pay Gap is the difference between average hourly earnings of women and men colleagues.

Median Pay Gap - the median represents the middle point of a population. If you separately lined up all females and males in our College, the Median Pay Gap is the difference between the hourly pay rate for the middle female compared to that of the middle male.

**City of Wolverhampton College Data at a Glance**



## Why We Have a Gender Pay Gap

The mean gender pay gap is 15.6%, broadly in line with the UK national average (14.6%) and below the education sector average (17.1%). The median gender pay gap is 29.7%, which is above the UK national average (15.5%) but closer to the education sector average of 24.6%.

The Upper and Upper Mid Quartiles of Pay have a greater proportion of males, who are in executive, senior management and lecturing roles. The Lower and Lower Mid Quartiles of Pay have the greatest proportion of females, with the majority being in administrative and support roles, of which, most females within these particular quartiles work on a part time basis. In addition, there are employees within the Lower Quartile who are Apprentices and receive the apprenticeship minimum wage.

However, the mean gender pay gap in the Lower Quartile has reduced by 7.6% since 2020. The College has reviewed and increased the pay grading for the role of Specialist Student Support Workers. Females are mostly in these roles and provide support for students who require specialist additional learning support in our Futures curriculum area.

In addition, the College continues to support flexible working to provide a positive working environment and work life balance. Of all employed females, 30% are employed on a part time basis, compared to 7% for all employed males. The percentage of males who work part time has stayed the same of the last three years, with females increasing slightly.

## Our Gender Pay Data Explained

The College has seen a decrease of the total workforce by 11 (mostly females) since 2020. The split has broadly remained the same, with a 1% decrease in females and a 1% increase in males.

The tables below outlines the mean and median hourly pay difference between female and male employees, with comparisons and timelines.

	Mean	Median
<b>College Hourly Pay</b>	<b>15.6%</b>	<b>29.7%</b>
ONS UK Pay Gap	14.6%	15.5%
Education Sector	17.1%	24.6%

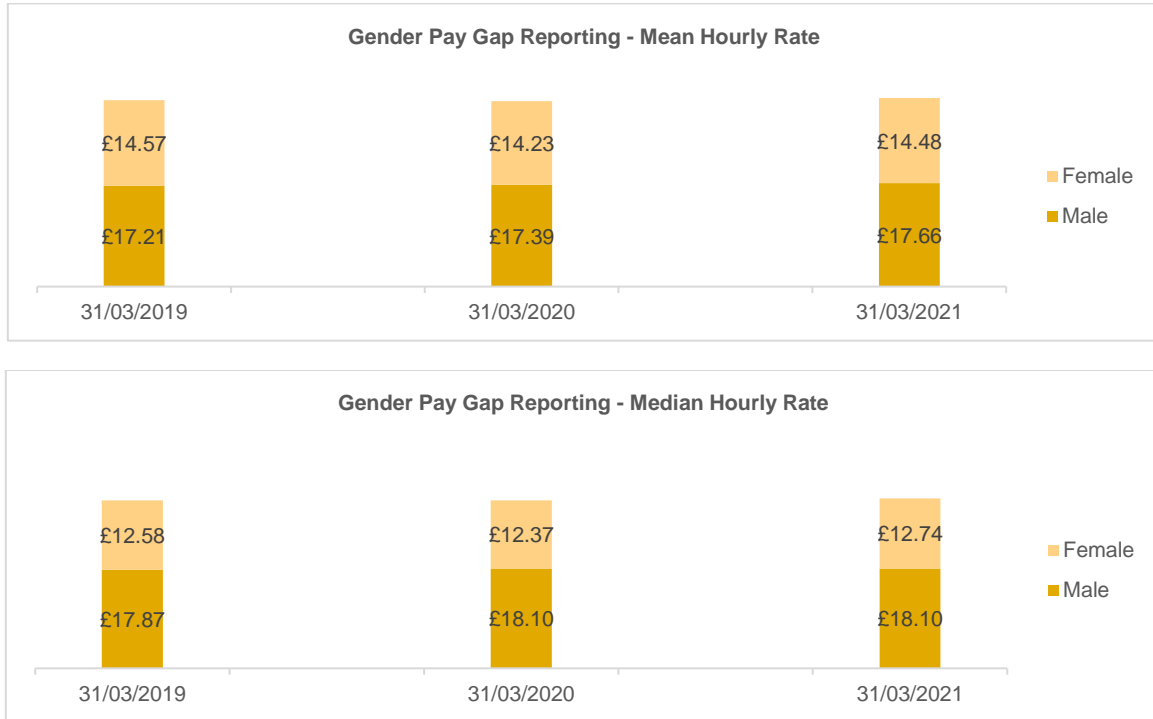
	Mean	Median
2019	14.7%	29.6%
2020	15.3%	31.6%
<b>2021</b>	<b>15.6%</b>	<b>29.7%</b>

The College's overall mean gender pay gap is 15.6%, broadly in line with last year (-0.3%). The College's overall median gender pay gap is 29.7%, which has reduced by 1.9%.

The mean gender pay gap has been dissected by four equally sized quartile pay bands.

	Male			Female		
	2019	2020	2021	2019	2020	2021
Upper Quartile	41.3%	42.5%	<b>42.7%</b>	58.6%	57.5%	<b>57.3%</b>
Upper Mid Quartile	50.4%	51%	<b>52%</b>	49.5%	49%	<b>48%</b>
Lower Mid Quartile	29.7%	26%	<b>24.4%</b>	70.2%	74%	<b>75.6%</b>
Lower Quartile	26.4	23.5%	<b>27.3%</b>	73.5%	76.5%	<b>72.7%</b>

Since 2020, there have been changes in the lower quartile – females have decreased by 3.8% with males increasing by the same, reducing the mean gender pay gap by 7.6%. Other quartiles broadly remain unchanged.



Both hourly rates for males and females have remained comparable over a three year period.

The mean gender pay gap for bonus related activity is 100%, as only one male received bonus pay. Bonuses are paid in only one area of the College and refers to an employee whose terms and conditions include bonus-based sales activity.

### Actions to close the gender pay gap

City of Wolverhampton College is committed to diversity and inclusion, and want a workforce that is not just reflective of the society we operate in, but one that is inclusive and equitable. This commitment is part of key objectives for the strategic area of People Engagement. The College is committed to reducing our gender pay gap each year and are looking at a variety of initiatives to achieve this. Our actions include:

1. To employ the best person for the job and offer competitive rates of pay to attract talent.
2. Promote the benefits of flexible working arrangements to males, which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working hours.
3. Review recruitment processes including analysis of internal progressions and promotions.
4. Continue to pay the real living wage, subject to affordability.