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**Gender Pay 2021**

Head of Human Resources

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**Introduction**

Enforcement for the reporting year 2019/20 was suspended in March 2020 at the start of the pandemic.

In light of the continuing effects of the COVID-19 pandemic, the Equality and Human Rights Commission (EHRC) has confirmed that gender pay gap enforcement action for the reporting year 2020/21 will be suspended until 5 October 2021.

City of Wolverhampton College will be reporting its Gender Pay gap in line with Government regulations and has a reporting date of 31 March 2021. On that date the College employed 333 women and 192 men, making a total of 525, who were subject to this analysis. The College, unlike some businesses who have a male dominance, have significantly more women employed in this sector at all levels.

Based on the UK government’s methodology that came into force in April 2017, the College is reporting a mean gender pay gap for 2021 of 15.64% and a median gender pay gap of 29.77%.

Our 3-year reporting is as follows:

|  |  |  |  |
| --- | --- | --- | --- |
|  | 31/03/19 | 31/03/2020 | 31/03/2021 |
| Mean | 14.76% | 15.36% | 15.64% |
| Median | 29.6% | 31.65% | 29.77% |

The College is committed to diversity and inclusion, we want a College that is not just reflective of the society we operate in but one that is inclusive and equitable. This commitment is the foundation on which the culture we are creating stands, we want all employees of the College to feel like they belong and can progress and achieve success, regardless of an individual’s background, experiences and perspectives.

It is important that the College continually checks, assess and review the effectiveness in terms of its commitment to diversity and inclusion and reports and analyses its Equality, Diversity Inclusion data to do this, together with the data that is provided through our Gender Pay Gap Report.

**The Gender Pay Gap Explained**

The gender pay gap is the difference in the average hourly wage of all men and women across the workforce. If women do more of the less well paid jobs within an organisation than men, the gender pay gap is usually bigger.

The gender pay gap is not the same as unequal pay which is payment men and women differently for performing the same (or similar) work. Unequal pay has been unlawful since 1970.

**Overview on how the Gender Pay gap is calculated**

The gender pay gap looks at the difference in the average hourly rate of pay (mean and median) between men and women employees

A mean gap is a calculation of the average pay or bonus of men versus women employees in our College.

A median gap is a calculation of the exact mid-point between the lowest and highest paid men versus women employees in our College.

Quartiles are calculated by ranking the pay for each employee from lowest to highest. and breaks down to show the equal proportion and percentage of earnings within that quartile of men and women employees.

**Pay Quartiles**

The gender pay information is broken down into 4 quartiles:

**Upper quartile** (people who earn the most)

**Upper middle quartile**

**Lower middle quartile**

**Lower quartile** (people who earn the least)

**Our Results**

Based on the UK government’s methodology that came into force in April 2017, the College is reporting a mean gender pay gap for 2021 of 15.64% and a median gender pay gap of 29.77%.

This gender pay gap reporting period has been both unique and challenging due to the COVID-19 pandemic, the College has had to re-engineer its recruitment processes due to various national lockdowns that have been in place and the COVID protocols put in place i.e. wearing of face coverings, no face to face meetings, working from home etc. The College Human Resources Team, together with the relevant recruiting managers, have had to run recruitment campaigns through electronic means and have held job interviews via TEAMS. Furthermore, during this very difficult period the College has strived to reach out to the diverse communities within the City of Wolverhampton area and the wider West Midlands through our College Job Vacancy site, and using trusted recruitment sites and local partners including local job centres.

The men’s mean hourly rate increased from £17.21 in 2019 to £17.39 in 2020 and has remained comparable in 2021, albeit with a slight decrease £17.36. The women’s mean hourly rate remained comparable in 2019 £14.57 with 2020 £14.23, albeit with a slight decrease and remained comparable in 2021, albeit with a slight increase to £14.48.

The men’s median hourly rate was £17.87 in 2019 and it increased to £18.10 in 2020 and remained at £18.10 in 2021. The women’s median hourly rate was £12.58 in 2019, it remained comparable in 2020 albeit with a slight decrease £12.37 and remained comparable in 2021 albeit with a slight increase £12,75.

**Analysis of the College Gender Pay Gap by Quartiles for 2021**

**Upper Hourly Pay Quartile:**

42.75% (56) Men – Mean hourly rate of pay = £25.18

57.25% (75) Women – Mean hourly rate of pay = £22.30

Gap = 11.5% - this means that for every pound a man earns, a woman earns 88.5 pence.

Median hourly rate for Men = £20.98

Median hourly rate for Women = £20.37

Gap = 2.9% - this means that for every pound a man earns, a woman earns 97.10 pence.

**Upper Middle Hourly Pay Quartile:**

52% (68) Men – Mean hourly rate of pay = £18.46

48% (63) Women – Mean hourly rate of pay = £18.36

Gap = 0.5% - this means for every pound a man earns, a woman earns 99.5 pence.

Median hourly rate for Men = £18.16

Median hourly rate for Women = £19.20

Gap = -5.7% - this means for every pound that a man earns, a woman earns £1.06.

**Lower Middle Hourly Pay Quartile:**

24.4% (32) Men – Mean hourly rate of pay = £12.75

75.6% (98) Women – Mean hourly rate of pay = £12.21

Gap = 4.2% - this means that for every pound a man earns, a woman earns 95.8 pence.

Median hourly rate for Men = £12.64

Median hourly rate for Women = £12.37

Gap = 1.35% - this means that for every pound a man earns, a woman earns 98.65 pence.

**Lower Hourly Pay Quartile:**

27.3% (36) Men – Mean hourly rate of pay = £8.87

72.7% (96) Women – Mean hourly rate of pay = £8.17

Gap = 7.9% - this means that for every pound a man earns, a woman earns 92.10 pence.

Median hourly rate for Men = £9.27

Median hourly rate for Women = £8.75

Gap = 5.6% - this means for every pound a man earns, a woman earns 94.4 pence.

**What has caused our gender pay gap?**

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

* The College still has slightly more men who are in Lecturing and Managerial roles in the Upper and Upper Middle Quartiles and less men in the Lower Middle and Lower Quartiles as at 31 March 2021. When we breakdown the information and split the College into 4 quartiles compared to last year, we see the following:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2020 Men | 2021 Men | 2020 Women | 2021 Women | Comparison 2020 to 2021 |
| Upper Quartile | 42.5% | 42.75% | 57.57% | 57.25% | Comparable data for men and women |
| Upper Middle Quartile | 51% | 52% | 49% | 48% | Comparable data for men and women |
| Lower Middle Quartile | 26% | 24.4% | 74% | 75.6% | Comparable data for men and women |
| Lower Quartile | 23.5% | 27.3% | 76.5% | 72.7% | Comparable data for men and women |

* It is intended to review the pay grading for our Specialist Student Support Workers who support our learners who require specialist additional learning support on their College programmes.
* We do understand that most Colleges have a higher women workforce than men and we are no different to others, we also understand that we have more women in support roles than we do men. Whilst women are well represented throughout the College, in the Upper Middle and Upper Quartiles, unless we continue to try to recruit more men into the Lower Middle and Lower Quartiles, we will always have a gender pay gap.

**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 100% - this is because we still have only one male receiving a bonus based on sales activity.

**What have we done to try and close the gender pay gap and what are we going to do?**

* We continue to pay the real living wage to all staff. This is constantly reviewed in line with what the College can afford, as a good employer.
* The College has a number of Family Friendly Polices; in respect of policies such as Shared Parental Leave and Maternity Leave, the College offer enhanced terms.
* The College continues to afford the opportunity for employees to work flexibly for whatever reason that they want to. As at 31 March 2021 36.95% (194) of employees are not full time employees; 20.10% (39) are men and 79.89% (155) are women. We are pleased that so many of our employees are able to work in a way that supports their commitments outside of work whilst enabling them to progress in their careers. The College is committed to offering and promoting flexible working to both men and women employees. The College is also assessing the impact of home/remote working practices that have had to be implemented, alongside the Flexible Working Policy as a result of the COVID-19 pandemic and it will be interesting to see the impact of this on the working practices moving forward.
* It is clear from the gender pay gap data, that the College continues to encounter no problems attracting females to come and work here at any level.
* We continue to use skill based assessment tasks in recruitment rather than just relying on an interview and we have increased the introduction of ‘assessment centres’ when appropriate.
* We continue to have structured panel interviews with responses to questions recorded to ensure the fair scoring of all candidates thereby ensuring that decisions are made on evidence and not on opinion.
* When we advertise jobs we state the salary ranges (pay scales). Generally, new appointees will be paid at the bottom end of the pay scale and work up to the top by annual increments, however individuals can negotiate and managers can work within the parameters set by the pay scales. This way of advertising jobs gives women encouragement to negotiate (Source: Reducing the gender pay gap and improving gender equality; Government Equalities Office).
* We undertake equality of analysis on the composition of our workforce and our policies. We also undertake equality analysis of our recruitment campaigns in respect of applicants through each stage of the recruitment campaign through to appointment.
* Equality and Diversity training is mandatory for all employees from the Principal/CEO downwards.
* We will continue to look at ways to address the gender imbalance in the Lower Middle and Lower Quartiles without compromising our conviction as an equal opportunities employer, and our firm belief in appointing the best candidate for the role, regardless of gender or other factors. As we have stated earlier in this Report, we have no problem with attracting women to work in the College, however, to create a more even gender balance, in particular in the Lower and Lower Middle Quartiles, we need to look at how we attract more men into the College.
* Salaries will continue to be reviewed at the lower levels in the organisation and we will reduce the band-widths where appropriate to ensure better parity of pay.
* We will network with other Colleges in the Further Education Sector, through the Association of Colleges, to identify best and most effective practice to reduce the gender pay gap wherever possible.



Malcolm Cowgill

Principal & Chief Executive

City of Wolverhampton College