



Gender Pay Gap Report

2023

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Head of Human Resources

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Introduction

This annual report provides information on the Gender Pay Gap at the City of Wolverhampton College for the snapshot date of 31 March 2023.

What is the Gender Pay Gap?

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017, requires all employers employing 250 or more employees to publish their Gender Pay Gap for workers in scope as of 31 March 2023.

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, all organisations listed at Schedule 2 to the regulations are required to report annually.

The Gender Pay Gap analyses the difference between the average earnings of all men and women employees in an organisation, regardless of their role or seniority.

The following information is included:

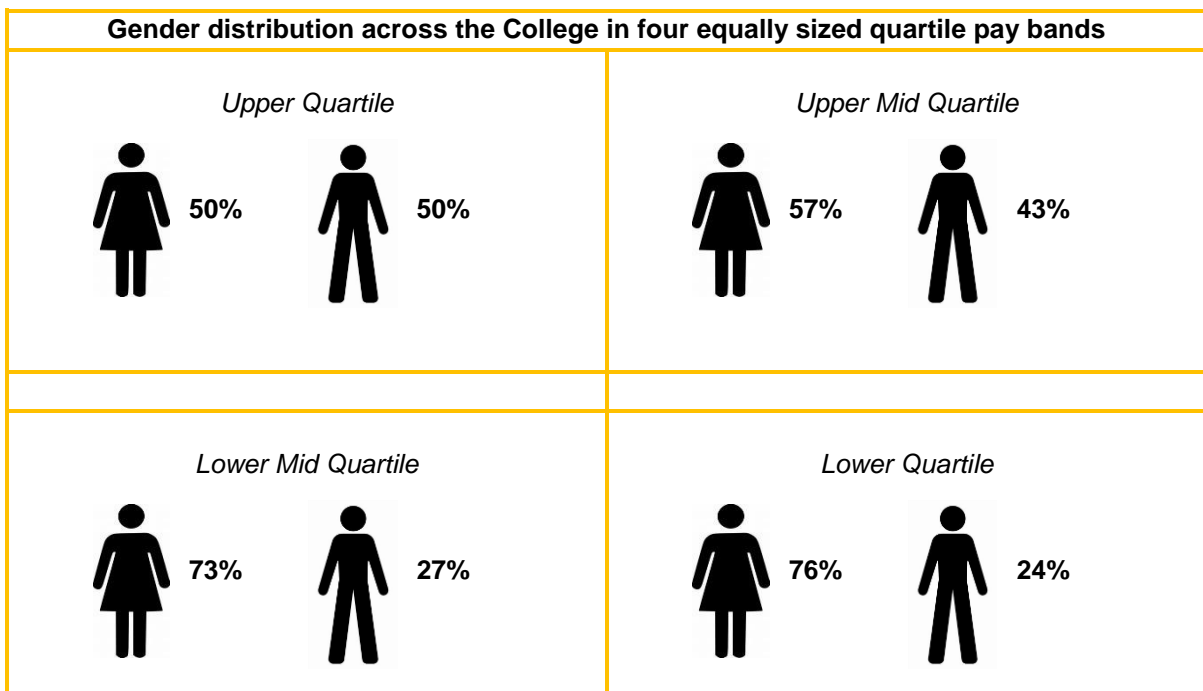
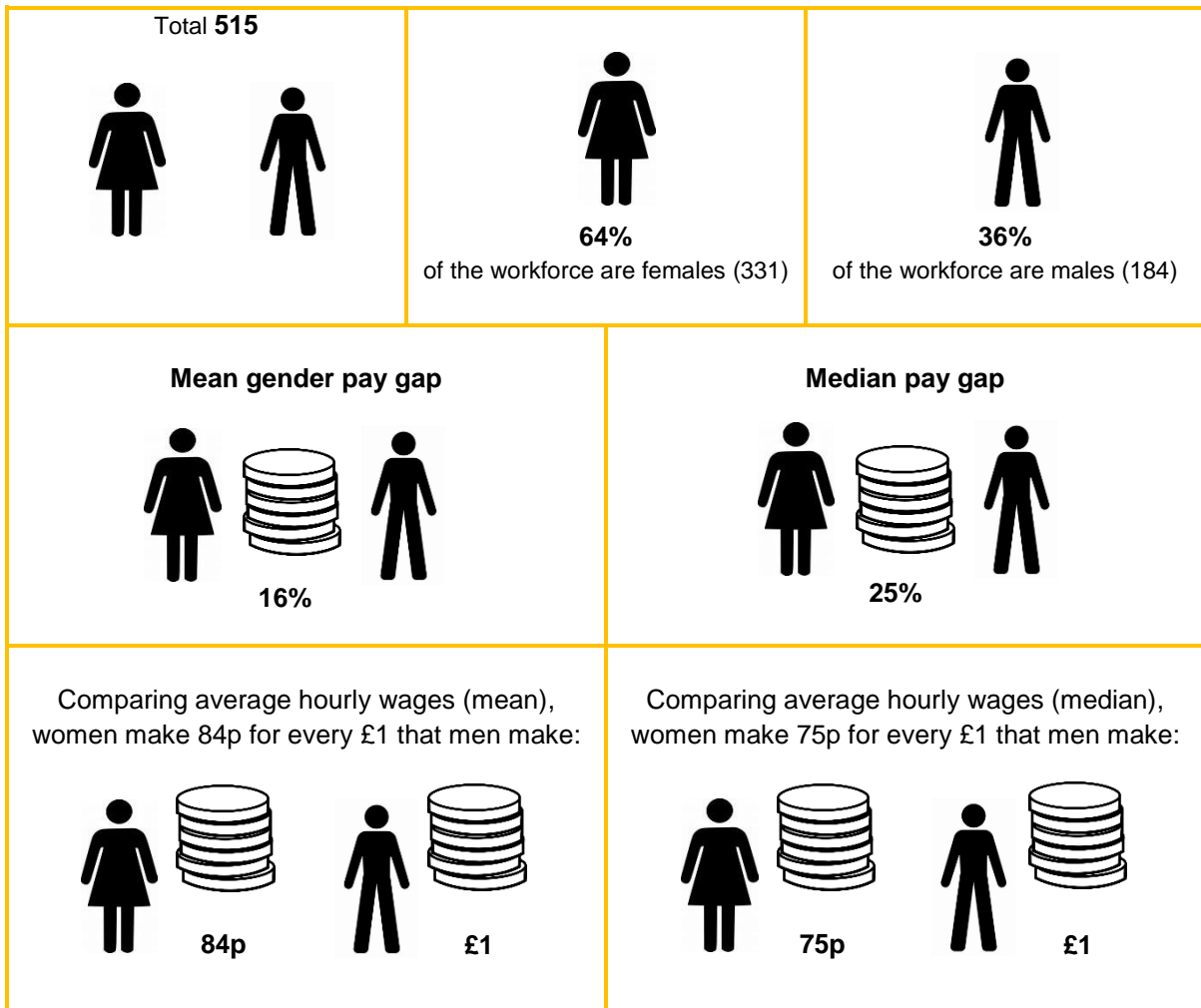
- Mean Gender Pay Gap in hourly pay
- Median Gender Pay Gap in hourly pay
- Proportion of men and women in each pay quartile
- Mean Pay Gap in respect of bonus payments

Gender Pay should not be confused with Equal Pay, which is about ensuring that men and women undertaking work of an equal value are paid a similar amount for that work.

The Gender Pay Gap does not indicate a pay equity issue or imbalance in the College's pay structure. What the gap does reflect is the current distribution of men and women across the pay quartiles and the fact that there is, in some quartiles, an uneven distribution.

The Gender Pay Gap data has been analysed and the context for the figures have been looked at. In addition to this, we have set out our continued commitment to improve the Gender Pay Gap where it exists, with existing steps we already have in place and further actions that we have identified.

City of Wolverhampton College Data at a Glance



Why We Have a Gender Pay Gap

The median Gender Pay Gap is 25%, which is above the UK National Average (14.3%) but closer to the education sector average of 22.5%. The mean Gender Pay Gap is 17.2%, broadly in line with the UK National Average (14.3%).

The Upper Quartile has an equal distribution of Males and Females who are in Executive, Senior Management and Lecturing Roles. There are 64 females (50%) compared to 65 males (50%) in the Upper Quartile. However, in the Upper Middle Quartile there is a greater proportion of Females, 74 females (57%) compared to 55 males (43%).

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.

The College continues to support flexible working to provide a positive working environment and work life balance. Of all employed females, 43% (143) are employed on a part time basis, which is a reduction of 1% from 2022, compared to 20% (37) for all employed males, which is a 14.5% increase from 2022.

Our Gender Pay Data Explained

In summary, the College employed a total of 515 staff, 331 females (64%) and 184 males (36%) compared to 526 employed in 2022, of which 343 (65.2%) were females and 183 (34.8%) were males. The number of females has decreased by 12, however, males have increased by 1.

The mean and the median Gender Pay Gap has been distributed over four equally sized pay quartiles and the Gender Pay Gap for the College, in respect of each pay quartile, is detailed below:

Upper Quartile:

	Mean	Median
Male	£25.37	£21.00
Female	£20.22	£21.36
Pay Gap	£5.15	£0.36
Gender Pay Gap	20.3%	-1.71%

Notes:

In respect of the Mean data: for every £1 a man earns per hour in this quartile, a woman earns 80p, therefore the gap is in favour of the man.

In respect of the Median data: for every £1 a man earns per hour in this quartile, a woman earns £1.02p, therefore the gap is in favour of the woman.

Upper Middle Quartile:

	Mean	Median
Male	£19.11	£18.73
Female	£19.75	£21.00
Pay Gap	£0.64	£2.27
Gender Pay Gap	-3.3%	-12.1%

Notes:

In respect of the Mean data: for every £1 a man earns per hour in this quartile, a woman earns £1.03p, therefore the gap is in favour of the woman.

In respect of the Median data: for every £1 a man earns per hour in this quartile, a woman earns £1.02p, therefore the gap is in favour of the woman.

Lower Middle Quartile:

	Mean	Median
Male	£13.50	£13.20
Female	£13.20	£12.75
Pay Gap	£0.30	£0.45
Gender Pay Gap	2.2%	3.4%

Notes:

In respect of the Mean data: for every £1 a man earns per hour in this quartile, a woman earns 98p, therefore the gap is in favour of the man.

In respect of the Median data: for every £1 a man earns per hour in this quartile, a woman earns 97p, therefore the gap is in favour of the man.

Lowest Quartile:

	Mean	Median
Male	£10.32	£10.42
Female	£10.56	£10.42
Pay Gap	£0.04	£0.00
Gender Pay Gap	-2.3%	0%

Notes:

In respect of the Mean data: for every £1 a man earns per hour in this quartile, a woman earns £1.02p, therefore the gap is in favour of the woman.

In respect of the Median data: for every £1 a man earns per hour in this quartile, a woman also earns a £1, therefore there is not a pay gap.

Bonus Mean Gender Pay Gap Data:

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.

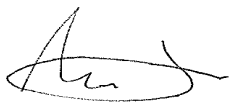
Actions to close the Gender Pay Gap

As a College we are committed to reduce the Gender Pay Gap and we are committed to diversity and inclusion and to have a workforce that is not just reflective of the community in which we operate, but one that is inclusive and equitable. This commitment is part of key objectives for the strategic area of People Engagement and is supported by the Workforce Development Strategy.

The College continues to be committed to reducing our Gender Pay Gap each year with consideration to the following initiatives to achieve this.

Our actions include:

1. Reviewing and continually improving recruitment practices to build gender diversity throughout our talent pipeline.
2. Employ the best person for the job and offer competitive rates of pay to attract talent.
3. 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.
4. Reviewing and/or developing our progression, retention and succession planning processes.
5. Work in collaboration with Colleges West Midlands (CWM) to create suitable pathways for internal progression and leadership and development.
6. Regularly review the gender profile of the workforce for in-year interventions



Malcolm Cowgill
Principal and Chief Executive