



## Gender Pay Gap Report March 2018

Compiled by:

Director, Human Resources

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## 1. Introduction

Coleg Gwent, in line with all UK organisations with more than 250 employees, are required to report annually on their gender pay gap. This requirement was introduced in 2017. In Wales, public bodies are required to have due regard to the need to have equality objectives that address the causes of pay differences, including those related to gender, between their employees. Public sector organisations must report gender pay gap data by the 31<sup>st</sup> March each year. The data reported, in each year, is as at a 'snapshot date'; 31<sup>st</sup> March in the previous year. This report considers gender pay gap data at a snapshot date of 31<sup>st</sup> March 2017 and 31<sup>st</sup> March 2018, for publication in March 2018 and 2019 respectively.

Data collection	31 <sup>st</sup> March 2017	31 <sup>st</sup> March 2018
Gender Pay Gap Report	31 <sup>st</sup> March 2018	31 <sup>st</sup> March 2019

A Gender Pay Gap report must publish data under the following headings.

**Mean Gender Pay Gap** – The difference between the mean (average i.e. total of values divided by the number of values) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

**Median Gender Pay Gap** – The difference between the median (middle value in a list of numbers) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees

**Mean Bonus Gender Pay Gap** – The difference between the mean bonus pay paid to male employees and that paid to female employees

**Median Bonus Gender Pay Gap** – The difference between the median bonus pay paid to male employees and that paid to female employees

**Proportion** of male and female employees who were paid a bonus payment

**Proportion** of male and female employees in each quartile pay band.

**Quartile Pay Bands** – The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

The definition of 'employees' in this context include:

- Employees (those with a contract of employment)
- Workers and Agency workers (those with a contract to do work).
- Self-employed people (where they personally perform the work)

Any differences must be expressed as a percentage of the mean and median pay of male employees. A positive percentage figure demonstrates female employees have lower pay or bonuses than male employees. A negative percentage figure demonstrates male employees have lower pay or bonuses than female employees.

A gender pay gap is not the same as equal pay issues. Equal pay means that, by law, men and women must receive equal pay for the same or broadly similar work, or for work of equal value. The gender pay gap is the difference between the gross hourly earnings for men and women across the organisation, irrespective of the roles they undertake. Coleg Gwent is confident that its structured pay and reward systems robustly supports equal pay across the college.

## 2. The Wider Picture

The gender pay gap reporting requirement presents an opportunity for the College to further scrutinise, understand and identify action to address inequalities if they exist. The College is already committed to its Strategic Equality Plan 2018/19 to 2022/23 and to supporting diversity and inclusion of all students and staff.

Having a diverse workforce is fundamental to the College. Our staff are powerful role models for students, partners and each other; past, present and future, regardless of gender or any other protected characteristic. There are many underlying factors at national, sector and regional level that influence the issue of gender pay gap in all organisations, including the College. Whilst we cannot significantly alter the demographics of our potential staff pool, we can aim to use every opportunity to reduce our own gender pay gap. A snapshot of the context in which we operate follows.

### 2.1 Gender Pay Gap by Region 2018 (Table 1)

	UK	Wales
Mean	17.1	12.0
Median	17.9	14.8

ONS Gender Pay Gap Data: Workplace Analysis 2018

### 2.2 Gender Pay Gap by Sector 2018 (Table 2)

	Mean %	Median %
Public sector	17.5	19.0
Private sector	20.3	23.8
Education	17.3	25.9
Tertiary Education	15.9	15.7
Higher Education	16.1	15.0

ONS Gender Pay Gap Data: Workplace Analysis 2018

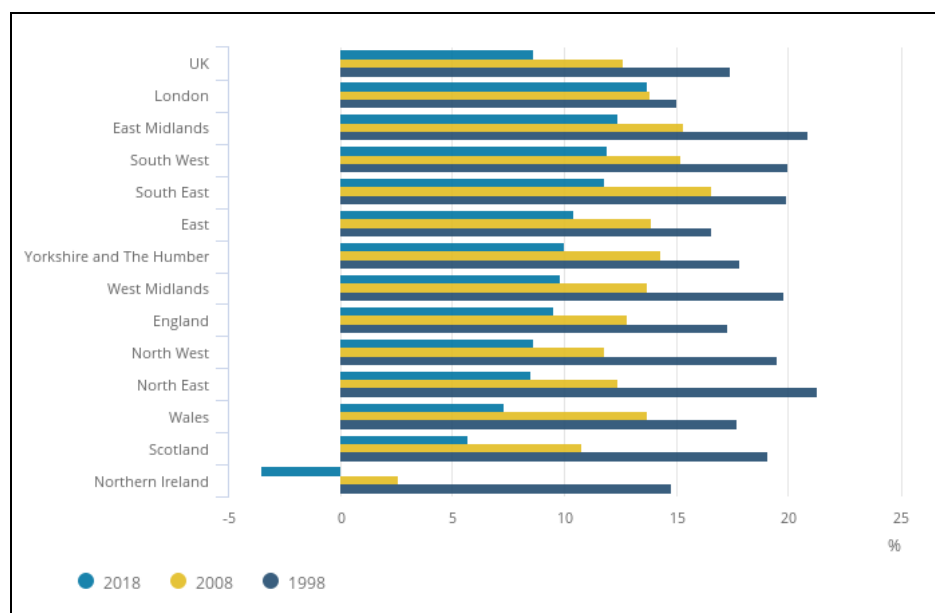
### 2.3 Gender Pay Gap in Education by Region 2018 (Table 3)

	UK	Wales
Mean	18.2	14.3
Median	26.5	18.0

ONS Gender Pay Gap Data: Workplace Analysis 2018

## 2.4 Gender Pay Gap (Median) by Region (Figure 1)

Gender Pay Gap for median gross hourly earnings (excluding overtime) by region and country, UK, April 1998, 2008 and 2018



Source: Annual Survey of Hours and Earnings (ASHE) – Office for National Statistics

## 2.5 Gender Pay Gap 2018 (Mean) by Coleg Gwent relevant Local Authority (Table 4)

Blaenau Gwent	21.8%
Monmouthshire	17.5%
Newport	15.9%
Torfaen	15.6%
Caerphilly	14.9%

State of the Nation 2019 Chwarae Teg (December 2018)

## 2.6 Hourly Rate of Pay (Median) in Wales (Table 5)

All employees in Wales	£11.42
Male	£12.19
Female	£10.54

State of the Nation 2019 Chwarae Teg (December 2018)

## 2.7 Further Education Teaching Professionals UK (Table 6)

<b>ALL</b>	
Females are paid 0.9% more than men	Females £20.12 per hour (£29,654 year) Males £19.94 per hour (£32,954 year)
Females hold 48% of these jobs	
<b>Full-time</b>	
Females are paid 1.5% more than men	Females £20.03 per hour (£35,368 year) Males £19.73 (£36,745 year)
Females hold 43% of these jobs	
<b>Part-time</b>	
Women are paid 3.3% less than men	Females £20.41 per hour (£14,124 year)
	Males £21.11 per hour
Females hold 57% of these jobs	

ONS Gender Pay Gap Data: Workplace Analysis 2018

### 3. Understanding Coleg Gwent Gender Pay Gap

The College has two sets of data (2017 and 2018) for comparison and action planning in 2019/20. Data for the gender pay gap report in March 2020 will be based upon data collected retrospectively on 31<sup>st</sup> March 2019. The aim of a Gender Pay Report is to enable the College to demonstrate how it plans to reduce the gender pay gap year on year and the result. The final section of this report is Action Planning for this year (April 1<sup>st</sup> 2019 to March 31<sup>st</sup> 2020).

The Gender Pay Report data has been calculated using the methodologies specified in the legislation. Coleg Gwent's full pay relevant employees includes salaried and hourly paid staff.

The regulations recognise that organisations may have non-binary employees who do not identify as either male or female. The College has based its report on the gender identification held within the HR system. All employees have self-identified as either male or female.

#### 3.1 Coleg Gwent Staff Profiles

As of 31<sup>st</sup> March 2018, the college had 1610 relevant staff employed. This compares with 1522 relevant staff employed across the College as at 31<sup>st</sup> March 2017.

The gender distribution of employees in 2018, expressed as FTE's, is 58% Female and 42% Male. The gender split by headcount as at 31<sup>st</sup> March 2017 and 2018 is shown below.

##### Gender by headcount

March 2017			March 2018		
Female	Male	Total	Female	Male	Total
955	567	1522	1016	594	1610
63%	37%	100%	63%	37%	100%

The higher proportion of females in the headcount figure reflects the significantly higher number of part-time and hourly paid female staff employed by the College. In turn the relatively higher % of female employees in Part-time, hourly Paid and Term-time Part-time and Business Support groups compared to the Lecturers and Manager Job Families is shown below and is commented on later in the report.

##### Gender % by Employment Contract and Job Family (Table 7 and 8)

Job Status	Female	Male
Full Time	50%	50%
Part Time	81%	19%
Hourly Paid	61%	39%
Term Time Full Time	42%	58%
Term Time Part Time	90%	10%

Strategic Equality Plan 2018/19-2021/2

Job Family	Female	Male
Business Support	61%	39%
Lecturer	57%	43%
Manager	55%	45%

Coleg Gwent's gender proportions reflect the FE sector as a whole; both in the UK and in Wales.

## 4. Coleg Gwent Gender Pay Report

### 4.1 Coleg Gwent Mean Gender Pay Gap (Table 9)

	Mean Gap
2017	8%
2018	8%

The Mean Gender Pay gap has remained the same year on year. It is below the UK national average, Wales average, Education average and at or better than some comparative large FE Colleges in Wales (Figure 2).

### 4.2 Coleg Gwent Median Pay Gap (Table 10)

	Median
2017	14.02%
2018	17.27%

The Median Pay Gap in 2018 increased by 3%, year on year to 17.27%. It is in line with the UK national average, above the Wales average, below the Education average and is greater than three of the comparative large FE Colleges in Wales (Figure 3).

In organisations, the Median Pay Gap value is a more indicative measure of an even spread of males and females across the salary range than the Mean Pay Gap, which is tilted toward the usually much higher paid, smaller number of staff at the top end of the salary spectrum.

A key driver for the gender pay gap (Mean and Median) in the College is that there are more females in the lower paid jobs (Figures 7 and 8). Business Support group jobs, which are comparatively low skilled, reflect traditional female roles in the home and career paths are more usually associated with part-time, fractional, hourly paid and job share. Flexibility for females who tend to have to take time out of work for maternity leave and to take up carer responsibilities is more frequent and more accepted in these jobs. Roles include Learner Support, Customer Service Assistants, Administrators, Admissions and Student services.

The higher proportion of females to males in the Lecturer group (Figure 8) also has an impact on gender pay gap. This group also include hourly paid staff who are predominantly female and whose hourly pay rate; the figure upon which gender pay gap is measured, is lower than for full-time equivalents. The employment benefits of teaching posts, both full-time and part-time to females is linked to traditional roles of women outside the workplace.

The increase in the Median pay gap year on year is also as a result of staff turnover by gender between March 2017 and March 2018. In this period there was an overall increase in headcount of 88 (1522 headcount in 2017; 1610 headcount in 2018). In both the Starters and Leavers groups, females were the greater number. Analysis of the mix of leavers and starters by gender and by salary grade, underpins the overall increase in the Median pay gap. During the period April 2017 to March 2018, 73 males left and 100 started; an overall headcount increase of 27. Female leavers were 119, with 180 who started; an overall headcount increase of 61. However, the numbers of males and females who started on salaries below or above the Median was disproportionate with more females starting below the Median salary. This 'mix' resulted in an overall decrease in the Median average hourly rate of pay in both categories. As there was a higher proportion of female starters below the Median Hourly pay rate than males, this has resulted in the increase in the Median Pay gap in 2018 of 3% overall.

Appointing more men into Business Support posts and non-traditional subject teaching roles, would go some way to address the Median gender pay gap. In organisations where, overall, there is relatively low turnover, as in the College, this will take some time.

The gender pay gap data is compiled using salaries after Salary Sacrifice is deducted. Childcare vouchers offered as a Salary Sacrifice scheme in the College are predominantly taken up by Females and creates an artificially low hourly pay rate for these staff.

### 4.3 Bonus

There were no Bonus payments made in either years.

### 4.4 Proportion of Male and Female employees in each quartile band.

All employees are ranked from lowest to highest paid, based upon their full-time relevant pay, and then divided into quartiles. The first quartile being the lowest paid employees.

#### Male and Female % by Quartile (Table 11)

Quartile	Lower		Lower Middle		Upper Middle		Upper	
% in each Quartile	Male	Female	Male	Female	Male	Female	Male	Female
2017	30	70	37	63	42	58	40	60
2018	25	75	40	60	45	55	42	58

These quartile figures generally compare favourably to available data from FE Colleges (Figure 4).

The Mean and Median pay gaps will be influenced by the predominantly larger proportion of females in the Lower and Lower Middle Quartiles. In the Upper Middle Quartile and the Upper Quartile, the proportions are closer but females outnumber males in both categories. This also suggests some disparity in salaries between the genders in the Middle and Upper Quartiles, contributing to the Mean and Median gender pay gaps. The College recognises the social and economic environment in which it operates but actively promoting flexible working to males for example in the Lower Quartile posts, could improve the ratios.

National data show there is 0% or close to 0% gender pay gap in the 18-29 year full-time group (ONS Gender Pay Gap Data; Workplace Analysis 2018) and similar profile for all employees in the same age ranges. We may have opportunities to address our Gender Pay Gap using recruitment of our own younger student population.

The Upper Middle and Upper Quartiles have higher % of females in each group. These quartiles include teaching staff and teaching associated management roles. Teaching roles are still largely gender specific. Although females are a higher proportion amongst salaried and hourly paid teaching staff, subject segregation occurs; Hairdressing and Engineering for example. This gender profile will also reflect the Curriculum offer, which is determined by student need, not gender balance. Progression through the Lecturers National Payscales is automatic and time served regardless of gender. However, traditionally women take career breaks due to maternity, childcare and carer responsibilities and can take longer to progress up the payscale, particularly through to the Upper Pay Spines.

The Middle Upper and Upper Quartiles (2017) includes the Management group which is 55% Female and 45% Male (Table 8). The gender pay gap for this group is below.

#### Management Team Gender Pay Gap (Table 12)

Management Team (2017)	%
Mean Gender Pay Gap	10.60
Median Gender Pay Gap	3.15

Where the Mean and the Median are significantly different, this suggests a group of higher earners in the data. The mean pay gap reflects the greater number of females at the lower Management Spine Points, with the Median Pay Gap being reduced because of the overall larger number of females in the group. The College has a higher number of female Directors in 2018 than 2017. Females are well represented overall in the Management and Corporate Management Team and therefore, the median gender pay gap for this group shrinks relative to the composition of the College as a whole.

Whilst data on successful applicants appointed to vacant posts show 61% are Female (Strategic Equality Plan 2018/19-2022/23), a breakdown by Age shows that in every age group up to and including 45-55 age band, females are more successful in securing employment. However, in the age group 55 and over this is reversed with 62% more Males being appointed than Females. As a proportion of these posts are likely to be more senior, demand more experience and higher paid jobs, this will contribute to the gender pay gap in the management group.

There is a structured pay system for each staff group which is independent of individual protected characteristics. In the two previous years the College Board approved a 1% pay award for all staff. Whilst this was a positive for all staff, a uniform % increase may have little effect on the gender pay gap (a high % of females in the lower quartiles receiving a lower monetary pay increase). In 2018/19, the College Board has agreed a different % increase for separate staff groups, and grade bands within those groups. This may affect Mean and Median Gender Pay Gaps in next year.

Further analysis of the Gender Pay Gap; Mean and Median split by Quartile is required to provide more information.

## **5. Taking Action**

Addressing the Gender Pay Gap in the last two years has been supported by:

- Structured pay and reward systems, including adherence to the national pay scales for Lecturers, job evaluation for Business Support staff roles, sector wide pay and reward surveys to benchmark Management posts, to ensure consistent and fair pay across the College for same or equivalent work, regardless of gender.
- Policy review and development which includes equality assessment
- Support for all staff to balance work and life commitments, through family friendly policies including flexible working, reduced hours, phased return to work and term-time working patterns.
- Staff development programmes that have encouraged all staff to take up opportunities for improvement and career advancement. Specific Mandatory training has been planned on Managing Diversity, Reasonable Adjustments for Students and Dignity at Work
- A comprehensive review and publication of the Strategic Equality Plan 2018/19 to 2022/23, which sets out how the college will support diversity and inclusion of all students and staff.

These actions will continue and following the gender pay gap analysis, further additional actions will be implemented in 2019 which will include:

- Improvements to recruitment advertising to ensure we attract a wider range of applicants.
- Work to further promote and support flexible working and family friendly policies at all levels.
- Ensure recruiting managers are aware of unconscious bias.
- Removal of any barriers to females progressing to senior roles.