



GENDER PAY REPORT

REPORTING PERIOD: MARCH 2021

ADRODDIAD CYFLOG AR SAIL RHYWEDD

CYFNOD ADRODD: MAWRTH 2021

Please note that this report is also available in Welsh.

What is the Gender Pay Gap?

Since 2017, organisations that employ in excess of 250 staff have been required to report their Gender Pay Gap data annually and in accordance with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

By definition, the gender pay gap is as follows:

“The Gender Pay Gap is the percentage difference between the average earnings of men and women”.
GOV.UK (2017)

It is important to note that the gender pay gap is not the same as Equal Pay, as this term relates to men and women being paid equally for the same work. Equal pay has been a legal requirement in the UK since 1970.

This report will consider the gender pay gap data for Coleg Gwent, and more importantly identify and outline our commitment to improving this year on year.

Our College



Blaenau Gwent Learning Zone

Coleg Gwent is Wales's largest further education college and operates across five campuses that are accessibly located within the boroughs of Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen.

We are one of the best performing colleges in Wales, and in the coming years we want to continue to empower our learners, create prosperity in our communities, and provide more life changing opportunities.

Central to our vision, objectives and core values is our commitment to diversity and inclusion. The college believes in being an inclusive and diverse organisation where all of our learners, colleagues and partners feel welcome, and one where our working environment and the services we provide reflect the diversity of the people and communities with whom we engage.

To successfully deliver our ambitions, we realise we must be proactive in removing the barriers which some people may face when accessing our services, including when seeking employment with us. We therefore ensure continually that our people practices are not only compliant, but are proactive and work in accordance with the Equality Act 2010.

Furthermore, through the College's Strategic Equality Plan, we set out to maintain a respectful community where both learners and colleagues can learn, develop and grow in a dignified and safe place, and we recognise that the reduction of our gender pay gap will go some way in supporting us to achieve this and all other equality and inclusivity aspirations.

Reporting Requirements

The Gender Pay Gap 2017 regulations require the College to report the following:

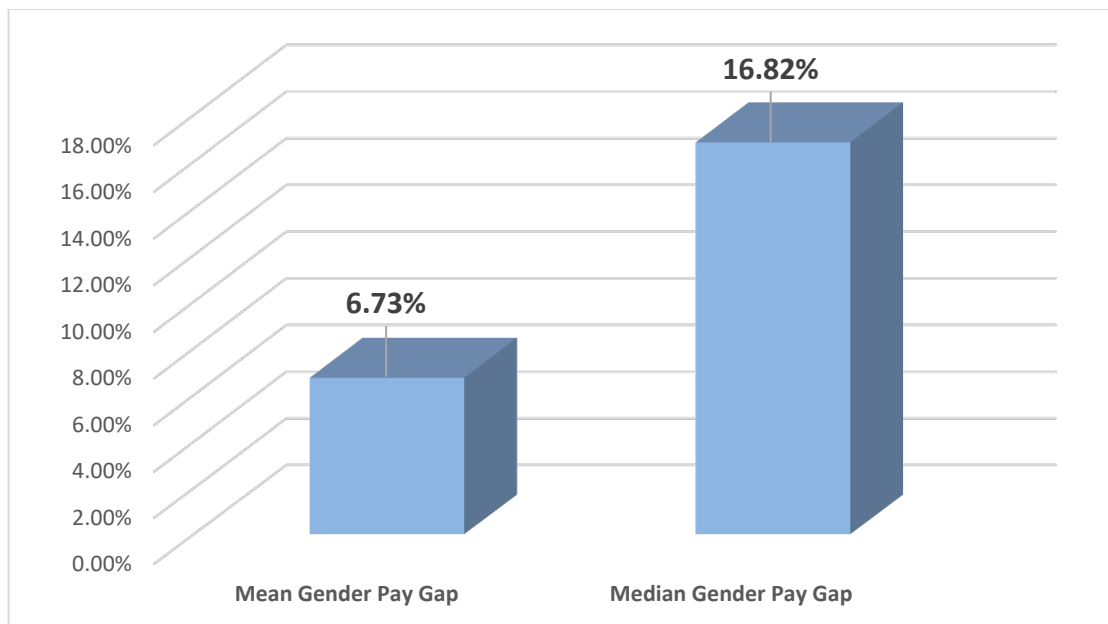
- The mean gender pay gap
- The median gender pay gap
- Pay quartiles and gender distribution
- The mean bonus gender pay gap
- The median bonus gender pay gap
- Commentary to support all of the above

The remainder of this report will discuss each point in turn, in addition to sharing further information surrounding gender pay data across the UK and within the education sector.

Coleg Gwent's Gender Pay Gap

The bar chart below illustrates our overall mean and median gender pay gaps based on data as at 31st March 2021.

(Figure 1)



Glossary of Terms:

Mean Pay: Average pay for all employees (based on hourly rate).

Median Pay: The mid-point when pay is set out from the highest point to the lowest point, providing a view of the typical pay of the middle earner (based on hourly rate).

Our Gender Pay Quartiles

The table below illustrates the gender distribution across the College in four equally sized quartiles according to pay bands based on data as at 31st March 2021.

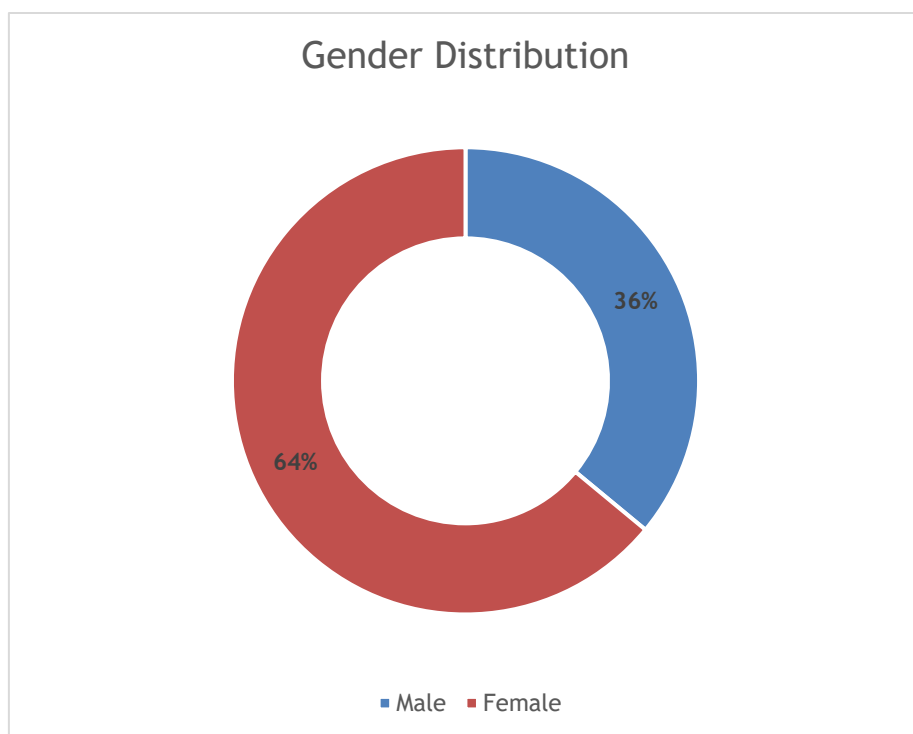
(Figure 2)

<u>LOWER QUARTILE</u>		<u>LOWER MIDDLE QUARTILE</u>	
TOTAL IN QUARTILE	370	TOTAL IN QUARTILE	369
% OF MALES IN LOWER QUARTILE	31%	% OF MALES IN LOWER QUARTILE	33%
% OF FEMALES IN LOWER QUARTILE	69%	% OF FEMALES IN LOWER QUARTILE	67%
<u>UPPER MIDDLE QUARTILE</u>		<u>UPPER QUARTILE</u>	
TOTAL IN QUARTILE	370	TOTAL IN QUARTILE	368
% OF MALES IN LOWER QUARTILE	37%	% OF MALES IN LOWER QUARTILE	42%
% OF FEMALES IN LOWER QUARTILE	63%	% OF FEMALES IN LOWER QUARTILE	58%

Our overall Gender Distribution across the College

The chart below illustrates our overall gender distribution based on data as at 31st March 2021.

(Figure 3)



Bonus Payments

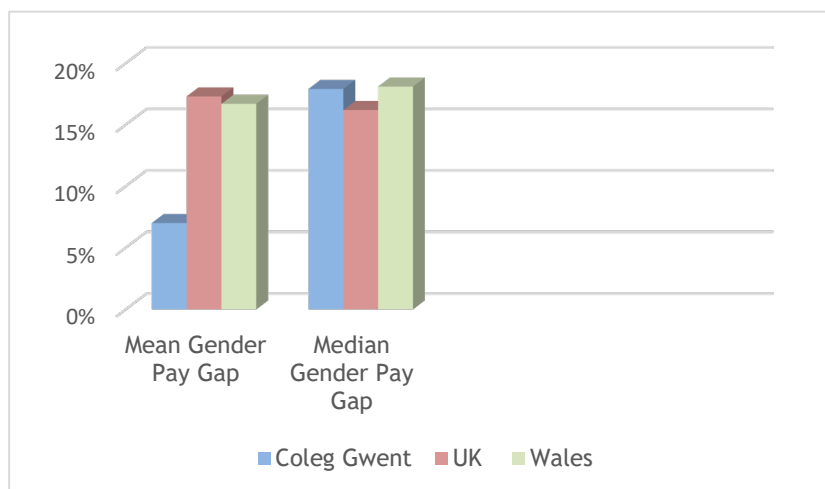
As part of the statutory reporting obligations, employers are required to publish the gender pay gap found within their bonus payments.

Please note that there were no bonus payments processed during 2021 and therefore there is no requirement for the College to report a mean or median bonus gender pay gap.

How does Coleg Gwent compare?

The chart below illustrates the mean and median gender pay gap of Coleg Gwent in comparison to the UK and Wales' as a region.

(Figure 4)



As can be seen from Figure 4, Coleg Gwent is tracking well below the UK and Wales' national averages by region in relation to the mean gender pay gap.

The College is also in line with the median gender pay gap.

The chart below illustrates the mean and median gender pay gap of Coleg Gwent in comparison to the education sector across the UK and also in Wales.

(Figure 5)

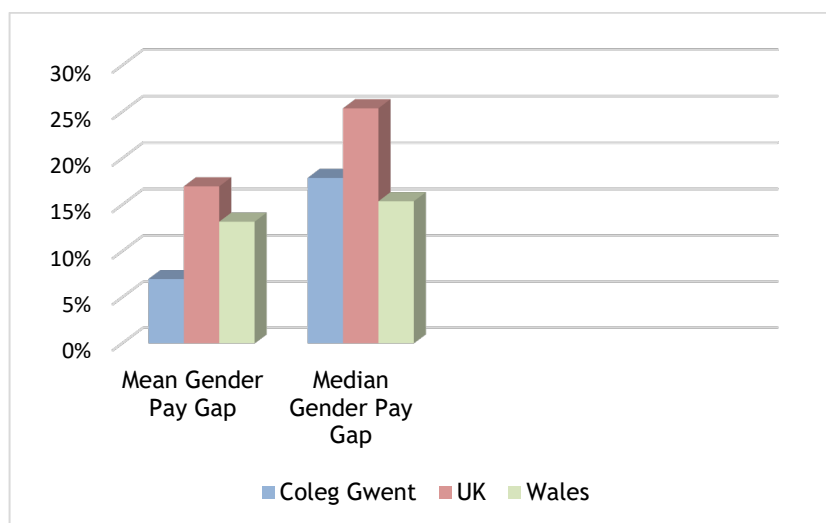


Figure 5 considers the Education Sector specifically. Again, Coleg Gwent are tracking well below the UK and Wales' national averages for both the mean and median Gender Pay Gaps within the sector.

Figures 4 and 5 are extremely encouraging and our efforts towards improving this further will be continued through the successful implementation of the actions as outlined under the section headed 'Our Commitment to Improving the Gender Pay Gap'.

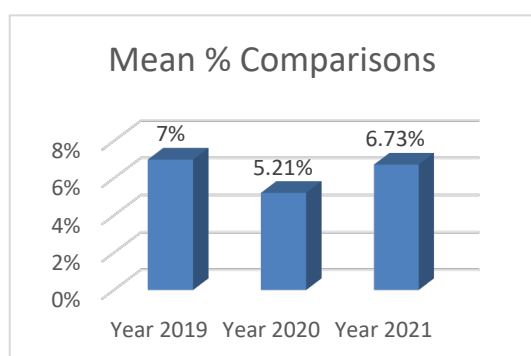
Our Gender Pay Gap Explained

We value the diversity of our colleagues and are committed to creating a working environment that is inclusive to all. We are also confident that men and women are paid equally for carrying out equivalent roles across the College.

The analysis of our Gender Pay Gap of 6.73% (based on snapshot information dated 31st March 2021) is largely driven by the following:

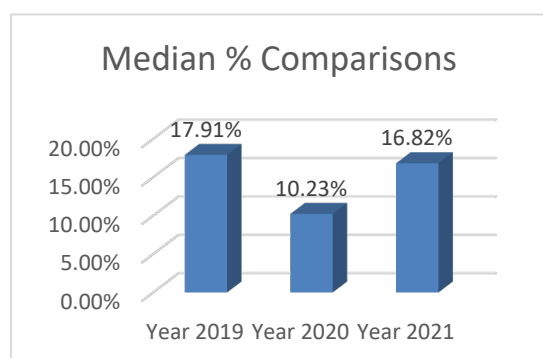
- The College employs significantly more females than males overall (Figure 3).
- A large proportion of whom, occupy roles that fall within the lower and lower middle quartiles when assessed against their pay band.
- Typically, the roles that feature in the lower and lower middle quartiles include Learner Support, Customer Service, Administrators, Admissions and Student Services.
- Whilst not promoted by the College, the roles described above are often more stereotypically attractive to female workers.
- Many of the roles above also lend themselves to be carried out in a more flexible manner, which may also offer an explanation as to why a large proportion of our female workers also occupy roles that are on a part time or hourly paid basis.
- The College also has a very low turnover of staff and operates in accordance with nationally agreed pay scales, which will go some way in explaining only the slight variances in our gender pay gaps when making annual comparisons.

Annual Comparisons



When reflecting annually, our gender pay mean % comparisons have remained well below national and sector averages and have remained relatively stable across the last three years.

As highlighted above, this can be explained through low levels of turnover which averages at approximately 5% over the last three years. Gender distribution across the College has remained at 64% Female and 36% Male for the last three years, also.



Similarly, our median % comparisons have also remained lower than sector averages year on year over the last three years.

The gap closed somewhat during 2020. This was due to a College wide restructure which took place during 2019, as well as a reduction in overall headcount whilst the recruitment of some roles was paused during the pandemic.

Our Commitment to improving the Gender Pay Gap

We will continue to regularly review and ensure our people policies and practices are fair, and this includes actively reviewing decisions around pay.

Our commitment moving forwards is to:

- **Continue to review and implement initiatives that support Equality, Diversity & Inclusion (EDI)**

We will continue with the implementation of our Strategic Equality Plan, and wider people plans to further increase EDI at the College.

- **Continue to develop colleague awareness in relation to the importance of Equality, Diversity & Inclusion.**

We will continue to ensure that access to training is fair across the College. All managers will be supported in ensuring they are confident in openly communicating and advocating for positive and inclusive behaviours that should be demonstrated by all.

The College will also continue to drive awareness of the importance of Equality, Diversity and inclusion through annual compulsory training and via internal communications.

- **Continue to implement consistently our processes for recruitment**

We will continue to review our recruitment and selection processes, with the aim of removing barriers to underrepresented groups. We will ensure recruitment practices are implemented consistently and objectively.

We will also ensure that new roles are advertised across a broad spectrum of platforms to reach the widest possible audience. Furthermore, we will ensure the diversity of panellists is considered when deciding who will be part of an interview panel as this helps in beginning to tackle unconscious bias and demonstrates our commitment to diversity.

- **Address the gender distribution in certain areas of the College**

The College recognises that further strategic marketing and advertising is required to specifically encourage more males to apply for what could be considered “non-traditional” roles. For example, lecturing roles in Care, Social Work, and Hair and Beauty. Likewise, the College will also be attempting to reach a larger female “applicant pool” for roles in Construction and Engineering.

- **Actively develop our talent pool**

We will develop a succession and talent management model that ensure promotions are based on potential and performance.

- **Actively encourage flexible working**

We will reflect on what we have learned through the recent pandemic and, where possible, we will continue to actively encourage flexible and agile ways of working to ensure we can support our colleagues in achieving a positive work life balance.

We will look forward to reporting our Gender Pay Gap in 2022 and the improvements we will have made over the course of the next 12 months.

We confirm that the data reported within this document is accurate.

Guy Lacey
Principal

