



Halesowen College

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**GENDER  
PAY GAP  
REPORT**

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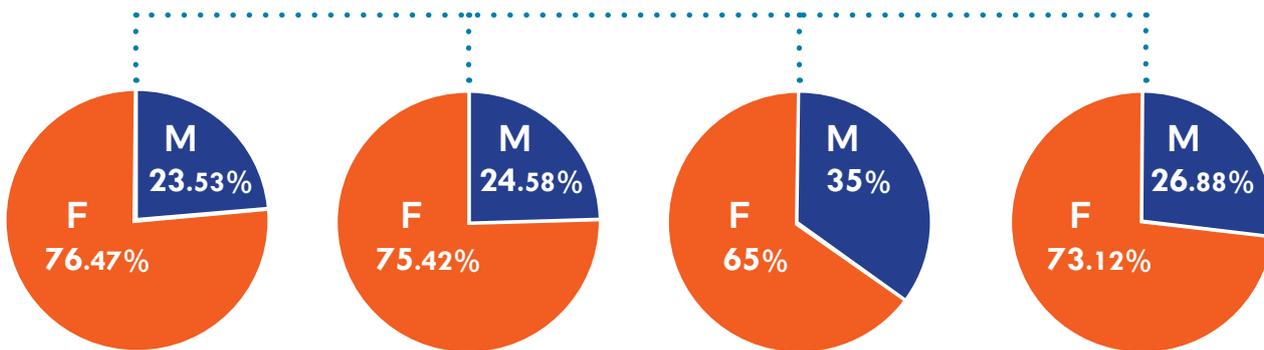
**MARCH 2017**

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HALESOWEN COLLEGE IS REQUIRED BY LAW TO PUBLISH AN ANNUAL GENDER PAY GAP REPORT. THIS IS THE REPORT FOR THE SNAPSHOT DATE OF 31 MARCH 2017.

- The mean gender pay gap is **1.14%**.
- The median gender pay gap is **8.69%**.

### PAY QUANTILES BY GENDER



#### LOWER QUARTILE

Includes all employees whose standard hourly rate places them at or below the lower quartile

#### LOWER MID QUARTILE

Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median

#### UPPER MID QUARTILE

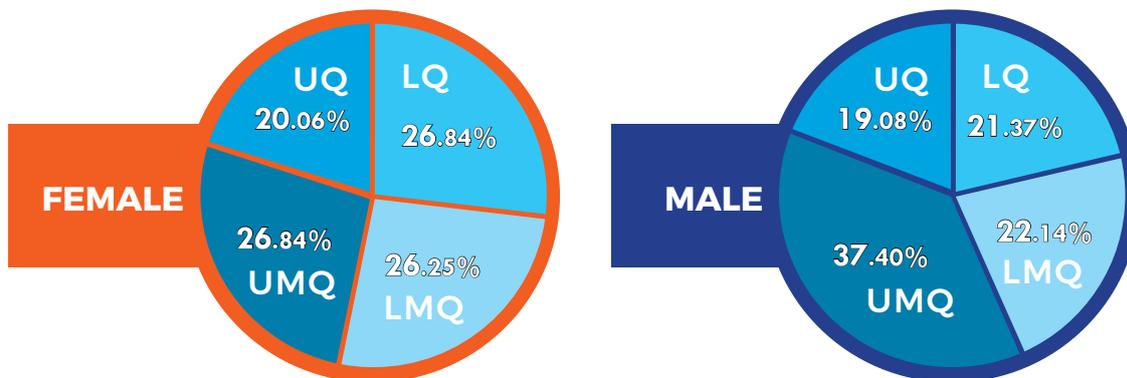
Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile

#### UPPER QUARTILE

Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

However, it is useful to report the proportionality of male and female staff in the four quartile bands as a percentage of the total male and female population at College. When looking at these figures there is an even spread of females across all four quartiles and these compare to the male equivalency in all areas except the upper mid quartile. 26.84% of the female staff fall in this quartile compared to 37.4% of males.



#### LOWER QUARTILE

#### LOWER MID QUARTILE

#### UPPER MID QUARTILE

#### UPPER QUARTILE



## THE UNDERLYING CAUSES OF HALESOWEN COLLEGE'S GENDER PAY GAP?

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Under the law, men and women must receive equal pay for:

- **the same or broadly similar work**
- **work rated as equivalent under a job evaluation scheme; or**
- **work of equal value**

Halesowen College is committed to the principle of equality and diversity and therefore equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such:

- **there is a single pay spine that is banded and transparent**
- **roles have set bands within the pay spine**
- **points within the grade are assessed by experience and qualifications**
- **incremental points are determined by length of service**
- **job roles and pay grades are evaluated as necessary to ensure a fair structure**
- **job roles are evaluated before advert**

Halesowen College is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather the pay differentials highlighted are the result of the roles to which men and women have been applied and been appointed to.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected partly in the make-up of Halesowen College's workforce, where the majority of front-line support staff are women, while the majority of line managers of support staff and technical staff were in this year male (upper mid quartile). In contrast the upper quartile are equal which demonstrates the even spread of management.

Halesowen College employs more women than men and hence forth it is more sensible to consider the proportion of each gender within each quartile rather than the absolute numbers of staff. As stated above, the statistics are reflective of the organisation and clearly identify the higher number of managers being male in the upper mid quartile.



## HOW DOES HALESOWEN COLLEGE'S GENDER PAY GAP COMPARE WITH THAT OF OTHER ORGANISATIONS?

Until statistics are published it is impossible to gauge performance compared to national and sector averages. However, Halesowen College is confident that these statistics support our transparent and equitable approach to pay irrespective of gender or other protected characteristic.

### How Halesowen College will do to continue to promote fair pay for all.

- Regular review and promotion of our Flexible Working Policy
- Analysis of application and recruitment statistics
- Promotion of fractional and sessional opportunities
- Wellbeing events to manage work life balance
- Onsite nursery to support working parents
- Promotion of keeping in touch days which are paid
- Enhanced family friendly entitlements and allowances (maternity, paternity, shared parental leave, adoption policies)



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