

Gender Pay Gap Report - 2020

Author: Rachael Charles

Halesowen College is required by law to publish an annual gender pay gap report based on the College's data 31.3.2020 reportable this year by the extended date of 5 October 2021 due to the interruption of the pandemic. Halesowen College was reported on the government website 20 May 2021.

The calculations are based on the difference in the hourly rate of pay – for the mean and median in favour of men, giving the percentage difference.

- The mean gender pay gap

2017	2018	2019	2020
1.14%	5.97%	4.3%	3.26%

- The median gender pay gap

2017	2018	2019	2020
8.69%	9.39%	8.32%	10.8%

- Halesowen College does not pay a contractual bonus

- The mean gender bonus gap is 0%.
- The median gender bonus gap is 0%.
- The proportion of male employees receiving a bonus is 0% and the proportion of female employees receiving a bonus is 0%.

Quartile	Females	Males	Variance 2020
Lower Quartile			
2017	76.5%	23.5%	
2018	78.6%	21.4%	
2019	76.2%	23.8%	
2020	71.2%	28.8%	-5%
Lower-Mid Quartile			
2017	75.4%	24.6%	
2018	71.8%	28.2%	
2019	70.2%	29.8%	
2020	71.4%	28.6%	+1.2%
Upper-Mid Quartile			
2017	65.0%	35.0%	
2018	65.8%	34.2%	
2019	67.3%	32.7%	
2020	60.6%	39.4%	-6.7%
Upper Quartile			
2017	73.1%	26.9%	
2018	55.9%	44.1%	
2019	68.3%	31.7%	
2020	64.4%	35.6%	-3.9%

Table 1

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

The mean gender pay gap has increased in 2020 which can be attributed to a male Principal and for the male managers that TUPE transferred and are included in this snapshot.

The upper-mid quartile for 2020 is the most significant change for females in this range (with very little variance in Table 2) where most of the section are lecturers.

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. See Table 2. The spread over the three years has remained fairly constant.

Table 2

	2018	2019	2020	2018	2019	2020
Quartile	Female	Female	Female	Male	Male	Male
Lower quartile	28.84%	27.22%	26.52%	16.67%	20.33%	21.73%
Lower-Mid quartile	26.33%	24.83%	26.88%	22.00%	25.20%	21.73%
Upper-mid quartile	24.14%	23.81%	22.58%	26.67%	27.64%	29.71%
Upper quartile	20.69%	24.14%	24.01%	34.67%	26.83%	26.81%

The underlying causes of Halesowen College's gender pay gap?

This is not a report on equal pay, 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, it:

- we have a single pay spine that is banded and transparent;
- roles have set bands within this spine;
- points within the grade are assessed by experience and qualifications;
- incremental points are determined by length of service;
- evaluates job roles and pay grades 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 teaching 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. Last year's report showed the higher number of managers being male in the upper mid quartile whereas this year's report shows a shift in favour of women.

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

Recruitment

- Analysis of application and recruitment statistics.
- Promotion of fractional and sessional opportunities.
- Halesowen College has been raising awareness of unconscious bias and discrimination. When thinking about the recruitment process, it should be acknowledged that the College does have female staff in "traditionally male roles" e.g. Estates Manager, Finance Manager, Caretaker and some IT teaching posts. Where it can seek to attract females are areas such as IT support staff roles. Patriarchal norms are not seen at College, 7 out of 9 CLT members are female.

Development

Do staff get stuck at certain levels?

- Support staff in general find lack of opportunities for progression unless they want to move into a curriculum related role.

Is there a gender imbalance in promotion?

- Internal promotions tend to be in favour of females given that selection is from a wider pool. However, it is most likely that panel members will also be female.
 - We should look to include those from under-represented groups to balance out the panel members.

Retention

- Wellbeing events to manage work life balance.

Supporting men and women to take on caring responsibilities:

- The College's policies for partners and male staff is enhanced, which compares generously with the statutory entitlements and some policies e.g. Shared Parental Leave and Adoption is equivalent to what a woman receives on maternity leave.
- Policies are regularly reviewed.
- Policies are promoted to staff.
- Onsite nursery offers competitive fees to parents
- Promotion of keeping in touch days which are paid.
- Policy for the menopause and having support mechanisms in place for women to enable women to continue working.
- The College supports staff returning from maternity and adoption leave, many returning on fractional posts (including those in management positions).

Analytics

There are a number of comparisons to consider when the HR data is available such as:

Staff turnover - Do men and women leave at different rates?

Proportion of men on fractional posts compared to females and where do they sit in the organisation.

Distribution of staff who apply for flexible working each year.