

Gender Pay Gap Report - 2022

Author: Rachael Charles

Halesowen College is required by law to publish an annual gender pay gap report. This is based on the College's data as at 31 March 2022 and was reported on the government website on 6 March 2023.

The calculations are based on the differential in the hourly rate of pay. For both the mean and median the figures indicate a favourable position for men. The percentage differences are as follows:-

- The mean gender pay gap (*the mean is similar to average pay by totalling up the pay and dividing by the number in the sample*)

2019	2020	2021	2022
4.3%	3.26%	4.74%	6.76%

- The median gender pay gap (*the median is, ascending pay – selecting the middle e.g. out of a sample of 100 the pay on line 50*)

2019	2020	2021	2022
8.32%	10.8%	6.86%	14.8%

- 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%.

For differences in hourly pay and bonus pay, a positive % indicates that males at Halesowen College are paid more than females in the organisation.

A negative % indicates that males at Halesowen College are paid less than females in the organisation.

Table 1

Quartile	Females	Males	Variance 2021 percentage points
Lower Quartile			
2019	76.2%	23.8%	
2020	71.2%	28.8%	+ 1.85% (females)
2021	73.15%	26.85%	- 1.95% (males)
2022	75.00%	25.00%	
Lower-Mid Quartile			
2019	70.2%	29.8%	
2020	71.4%	28.6%	+3.17% (females)
2021	69.4%	30.56%	-3.13% (males)
2022	72.57%	27.43%	
Upper-Mid Quartile			
2019	67.3%	32.7%	
2020	60.6%	39.4%	-0.92% (females)
2021	68.18%	31.82%	+0.92% (males)
2022	67.26%	32.74%	
Upper Quartile			
2019	68.3%	31.7%	
2020	64.4%	35.6%	-2.54% (females)
2021	61.47%	38.53%	+2.54% (males)
2022	58.93%	41.07%	

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 slightly again in March 2022. In respect of the median pay unlike the previous year when it decreased this year it has increased by 8.01%. with the male median full time pay at £36,455 and for women £32,396. However, there are 46% more females in the data than males particularly in the lower quartile. See table 2.

Overall, the College is employing more females in each of the quartiles compared to the previous year.

The upper quartile includes some male senior technical, senior and middle managerial roles and the male Principal. Whereas the female upper quartile comprises of the female CLT members (8) and other senior and middle manager posts.

Table 2

	2021	2021	2022	2022
Quartile	Female	Male	Female	Male
Lower quartile	18.16%	6.66%	75.00%	25.00%
Lower-Mid quartile	17.24%	7.58%	72.57%	27.43%
Upper-mid quartile	17.24%	8.04%	67.26%	32.74%
Upper quartile	15.41%	9.65%	58.93%	41.07%

Total staff 2021: 435

Total staff 2022: 450

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. This has been compounded by the pandemic. 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 of the current 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.