

Gender Pay Gap Report - 2023

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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 2023 and was reported on the government website on 6 February 2024.

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	2023
4.3%	3.26%	4.74%	6.76%	3.1%

- 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	2023
8.32%	10.8%	6.86%	14.8%	7.6%

Therefore, women earn 92p for every £1 that men earn when comparing median hourly pay. Their median hourly pay is 7.6% lower than men's.

- 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%	
2023	76.9%	23.1%	+1.9% -1.9% (male)
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%	
2023	68.4%	31.6%	-4.17% (females) -3.13% (males)
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%	
2023	65.0%	35.0%	-2.6% (females) +2.26% (male)
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%	
2023	67.2%	32.8%	+8.27% (females) -8.27% (males)

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 decreased in March 2023 by 3.66%. The median pay has also decreased this year by 7.2%. The male median full time pay at £36,455 and for women £32,395.

However, in total there are 39% more females employed by the College and:

- 42% more female in the lower quartiles.
- 32% more female in the upper quartiles

See table 2.

Overall, the College is employing more females in each of the quartiles.

The upper quartile includes some male senior technical, senior and middle managerial roles. Included in the upper quartile are the College Leadership Team comprising of 9 posts and other senior and middle manager posts.

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. [table 2]

Table 2

Quartile	2021	2021	2022	2022	2023	2023
	Female	Male	Female	Male	Female	Male
Lower quartile	18.16%	6.66%	75.00%	25.00%	76.9%	23.1%
Lower-Mid quartile	17.24%	7.58%	72.57%	27.43%	68.4%	31.6%
Upper-mid quartile	17.24%	8.04%	67.26%	32.74%	65.0%	35.0%
Upper quartile	15.41%	9.65%	58.93%	41.07%	67.5%	32.5%

Total staff 2021: 435

Total staff 2022: 450

Total staff 2023: 468

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.

- data on demographics are evaluated

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. Unusually most staff this year are female in the upper and upper mid quartiles also.

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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 and Facilities Director, Head of Finance, Caretaker and some IT teaching and IT Technician posts. Patriarchal norms are not seen at College, 7 out of 9 of the current College Leadership Team 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.
- More females are employed in senior roles than males.

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.
 - Whenever possible we include those from under-represented groups to balance out the panel members.

Retention

- Wellbeing events and promotions
- Flexible working opportunities

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.
- 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

Recruitment:

Our recruitment practices are inclusive of females:

59.7% of applicants were female.

60.7% of female applicants were onboarded.

Contract types (full time or fractional):

276 staff are employed in a full-time capacity 55.75% and 44.24% part time.

58.69% of full-time staff are female and 41% are male.

More females work part time than males - of those who are employed on fractional contracts 41.31% females work part time and 18.72% are male who work part time.

Formal Flexible Working Requests

11 female staff requested flexible working during this period as did 2 male staff.