

## **Gender Pay Gap Report**

### **1. Background and context**

- 1.1. Chelmsford College has a mandatory duty to publish details of its Gender Pay Gap by 30<sup>th</sup> March 2018. This requirement applies to all organisations with a headcount of 250+, the effective date is 5<sup>th</sup> April 2017 and the data used is as at 31<sup>st</sup> March 2017. There will be an on-going annual requirement to publish this information.
- 1.2. Whilst both equal pay and the gender pay gap deal with the disparity of pay women received in the workplace there are two different issues:
- **Equal Pay** means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.
  - **The gender pay gap** is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

Not having equality of pay is unlawful whereas a gender pay gap is not.

- 1.3. The data that needs to be reported on both the College Website and the Government website at [www.govuk/genderpaygap](http://www.govuk/genderpaygap) is:-
- The mean gender pay gap
  - The median gender pay gap
  - The mean bonus gender pay gap
  - The median bonus gender pay gap
  - The proportion of males and females receiving a bonus payment
  - The proportion of males and females in each quartile band

## **2. Summary of the Key Points of the Report**

### **2.1. Gender Pay Gap**

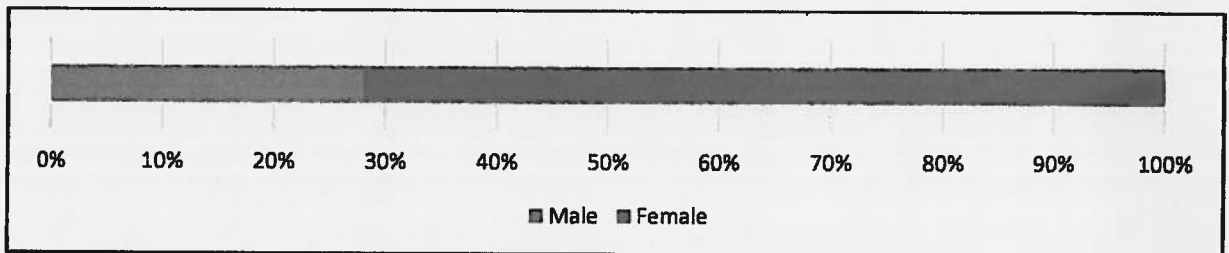
The gap put simply is the difference between a man's and woman's hourly rate of pay. This report is based on payroll and gender information for the snapshot date of the 31 March 2017. The number of employees at the College as at the snapshot date is 382. The Census excludes those receiving statutory Sickness or Maternity Pay.

The College does not operate a bonus scheme.

- The mean gender pay gap for the College is 17.2%.
- The median gender pay gap for the College is 30%

### **2.2. Pay quartiles by gender**

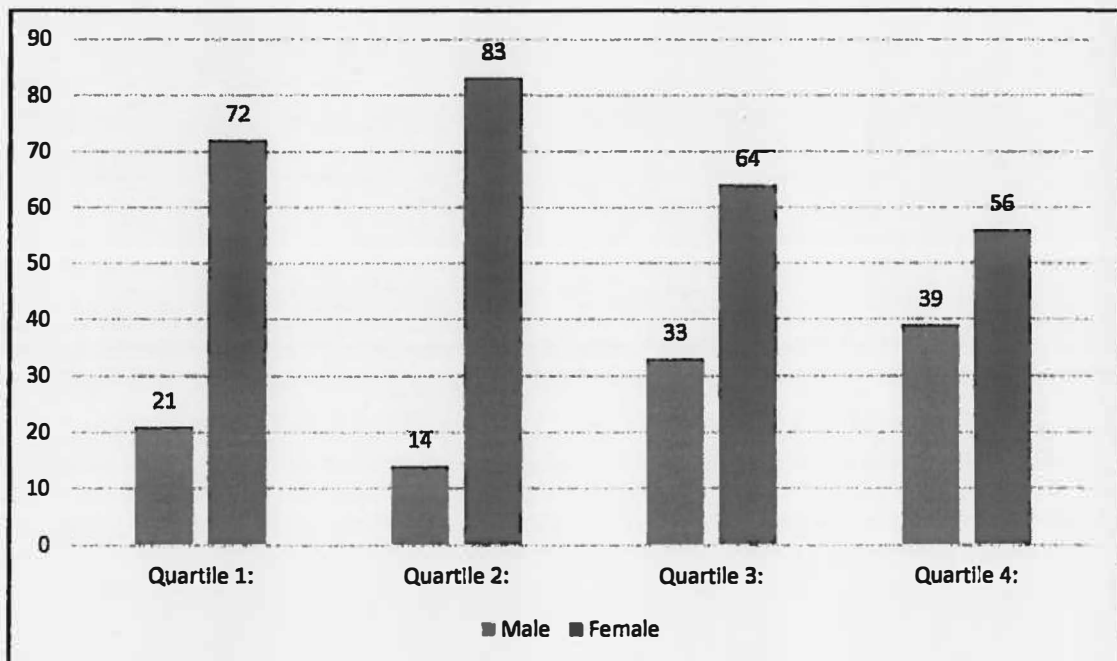
The College employs substantially more women than men in roles which attract a lower hourly rate. The gender split within our workforce at the snapshot date is 72% female and 28% male.



The table below depicting pay quartiles by gender shows the College's workforce divided into four equal-sized groups based on hourly pay rates, with Band 1 including the lowest paid 25% of employees (the lower quartile) and Band 4 covering the highest paid 25% (upper quartile). The figures set out below have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Band	Males	Females	Description
1	22.6%	77.4%	Includes all employees whose standard hourly rate places them at or below the lower quartile
2	14.4%	85.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
3	34.0%	66.0%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
4	41.1%	58.9%	Includes all employees whose standard hourly rates places them above the upper quartile

The graphical representation is shown in the graph below



Quartile 1 consist of a variety of posts which include: employed apprentices, cleaners, nursery staff, catering assistants, graduate trainee teachers, reception staff, caretakers and a proportion of administrative and technical posts. A high proportion of these job types are term time only therefore would prove attractive to

females traditionally having primary care responsibilities for childcare and relatives.

Quartile 2 equally consist of a variety of posts which include: technicians, I.T engineers, nursery staff, student support posts, study programme delivery staff, unqualified teachers and a proportion of administrative and technical posts. These are predominantly female as these posts offer flexibilities, including term time only working, likely to prove attractive to females traditionally having primary care responsibilities for childcare and relatives.

Quartile 3 consist of a range of posts including: Instructor roles, a proportion of business support and academic management, support roles that require members of staff to be professionally qualified and experienced within their field. Within the 64 females within this quartile these consist of 40 female Lecturers, as opposed to 16 male Lecturers.

Quartile 4 consist of Lecturers, a proportion of business support and academic management, Team Leaders, support roles that require members of staff to be professionally qualified and experienced within their field and senior management.

The gender pay gap for the whole economy (according to the November 2016 Office for national Statistics (ONS) Annual Survey of House and Earnings (ASHE) is 18.1 % median. There is no mean average published. There is also no education sector or public sector figure available to benchmark against.

### 2.3. **Understanding our Gap**

To understand what drives this gap and what can be done about it, it is important to analyse by pay quartiles as set out by the Government Equalities Office (GEO). This allows us to understand in particular whether women are often over-represented in lower earning roles and men within higher earning roles. This is calculated by taking all male and females full-pay relevant employees across the whole organisation and dividing them equally into four pay bands.

When we analyse our pay gap by quartile, the gender pay gap increases between the 1<sup>st</sup> and 2<sup>nd</sup> quartiles. Within the 3<sup>rd</sup> and 4<sup>th</sup> quartile the gender pay gap significantly reduces.

This suggests that, even though the 3<sup>rd</sup> and 4<sup>th</sup> quartile have a higher percentage of females than men, the increase in males compared to the 1<sup>st</sup> and 2<sup>nd</sup> quartiles, indicates that males are in higher earning roles and is therefore driving an increase in our overall gender pay gap.

Also we can analyse the data by group of staff.

	Male Rate	Female Rate	Difference	Diff as a % of Male
<b>Senior Management</b>				
<b>Mean Average</b>	£37.62	£31.81	£5.81	15.44%
<b>Median Average</b>	£32.11	£28.48	£3.63	11.30%
<b>Academic Staff</b>				
<b>Mean Average</b>	£17.37	£17.32	£0.05	0.29%
<b>Median Average</b>	£17.94	£17.35	£0.59	3.29%
<b>Learning Support</b>				
<b>Mean Average</b>	£13.01	£11.15	£1.86	14.30%
<b>Median Average</b>	£10.88	£10.46	£0.42	3.86%
<b>Remainder<sup>1</sup>; Inc APR</b>				
<b>Mean Average</b>	£11.23	£10.10	£1.13	10.06%
<b>Median Average</b>	£9.13	£8.81	£0.32	3.50%
<b>Remainder<sup>1</sup>; Ex APR</b>				
<b>Mean Average</b>	£11.80	£10.34	£1.46	12.37%
<b>Median Average</b>	£9.13	£8.91	£0.22	2.41%

<sup>1</sup> Managers who are not part of SMT and Business Support staff.

As per paragraph 3.2, there is a more significant difference within quartile 4, however, this relates to qualifications, experience or incremental increases over longer periods of employment. The gender pay gap within the academic group of staff has the lowest mean average, which would indicate that we are achieving a good level of equality within this group of staff.

#### **2.4. What are the underlying causes of the College's gender pay gap?**

It is important to understand the difference between the definition of Gender Pay gap and Equal Pay (see definition in 2.2 above). Unequal pay is unlawful whereas the gender pay gap is not. This is due to the causes of a gender pay gap not a failing within the direct control of an employer.

Chelmsford College is committed to equal opportunities, 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. The College pays employees equally for the same or equivalent work, regardless of their sex (or any of the characteristics set out within this paragraph). As such the College:

- Provides equality training for staff involved in setting pay and undertaking pay reviews.
- Evaluates job roles created against existing roles and pay grades as necessary to ensure a fair structure.
- Operates policies to ensure that staff have a mechanism to bring to management's attention any apparent unfairness.

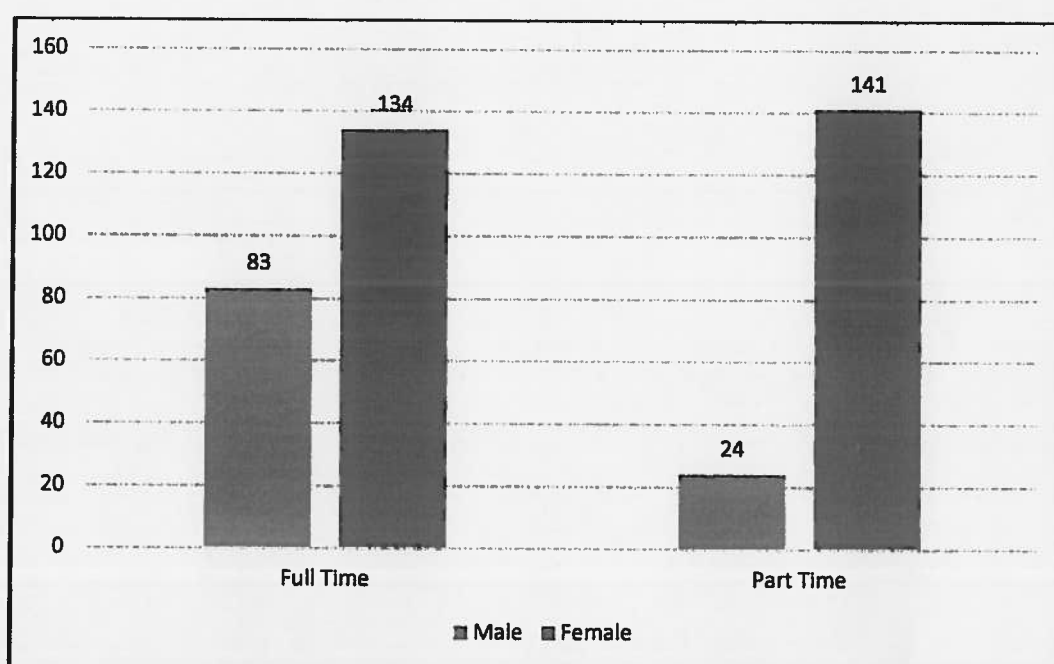
The College is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in the 2 top quartiles, whilst women are more likely than men to be in the lower end of the organisation. The College is an equality for all employer, as the data demonstrates that a high proportion of females are in management roles across the College. Over recent years, the College has come a long way to ensure gender balance in our senior management roles. At senior level, we are proud to say that of our six Senior Management Team members, three are women. At executive level, we are proud to

report that out of four Executive Team members, two are women. (data as at 31<sup>st</sup> March 2017, the reporting period).

Additionally, academic management roles within Construction and Engineering/Electrical are held by females.

Women are 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.



## 2.5. How to address the gender pay gap

While the College's gender pay gap mean compares favourably with that of organisations across the whole UK economy, the college should not be complacent, particularly given the median rate which is higher than public sector averages. The College recognises that its scope to act is limited in some areas – and it has, for example, no direct control over the subjects that individuals choose to study or the career choices that they make.

In the coming year the, the College is committed to:

- Monitoring and reporting on gender as it relates to application, shortlisting and interview outcomes for all applicants and providing this information to the Governing Body annually along with any recommendations for action.
- Considering gender statistics in a range of employment situations including performance management and absence and reporting these to Governors and trade unions.
- Before our next report, we will investigate what can be done to address the pay gap.
- We will work with the Government Equalities Office to seek advice and feedback to ensure legislative compliance go beyond this to embed and pursue best practice

### **3. Conclusion**

- 3.1. The College will report the information on gender pay gap by the 30<sup>th</sup> March 2018 in accordance with the information laid out in this paper.
- 3.2. The gender pay gap is predominantly because of the make-up of our workforce and the mix of part time and full time staff and the roles staff are carrying out.
- 3.3. The College is confident that it pays all employees in a fair and equitable way for the same work undertaken.
- 3.4. We will continue to monitor, review and regularly report employee statistics.

Signed by  27/3/18  
Principal and Chief Executive