

Gender Pay Gap Reporting

31 March 2017

Gender pay gap analysis examines the difference between the average (mean or median) earnings of men and women. This is expressed as a percentage of men's earnings. Where a negative percentage shows this indicates women are better paid, where a positive percentage is shown men are better paid.

Shrewsbury Colleges Group has approximately 500 members of staff and enrolls almost 10,000 full and part-time learners of all ages each year. We offer an extensive range of business training opportunities for companies.

**SHREWSBURY
COLLEGES GROUP**



Introduction

In the UK, the gender pay gap for all employees, full-time and part-time was 18.1% as at November 2016. The Office for National Statistics has suggested that this bench mark is normally higher for Education establishments. **Shrewsbury Colleges Group's mean (average) gender pay gap is 5.29% and median (mid-point) gender pay gap is 12.73% therefore considerably lower than the national average.**

Six calculations were used for the audit as follows:

1. Our mean gender pay gap
2. Our median gender pay gap
3. Our mean bonus gender pay gap
4. Our median bonus gender pay gap
5. Proportion of males and females receiving a bonus payment
6. Proportion of males and females in each quartile band.

Report Date: This report is based on a 'snapshot' date of 31 March 2017 of the whole workforce employed at Shrewsbury Colleges Group as at this date.

Statistical Breakdown

On the date examined the College Group employed a total of 495 staff, made up of:



Gender Pay Gap Findings

The tables below show the results of the pay audits in the following pay categories:

1) Mean Pay, 2) Median Pay, 3) Pay Quartiles 4) Bonus Pay

1) Mean Pay (average) Overall

Female	Male	Difference (%)
£27,839	£29,393	5.29%

2) Median (mid-point) Overall

Female	Male	Difference (%)
£26,535	£30,404	12.73%

Comments regarding mean and median is that a higher proportion of female employees (34%) are paid £20,000 or less per annum, this compares to 27% of all male employees which impacts on the overall mean (average) pay and the median (mid-point) pay.

3) Pay Quartiles

The gender split in each quartile							
1 st Quartile (£6,560-£18,695)		2 nd Quartile (£19,365-£26,535)		3 rd Quartile (£26,535-£35,290)		4 th Quartile (£35,290-upwards)	
Female	Male	Female	Male	Female	Male	Female	Male
86	37	86	38	70	54	77	47

4) Bonus Pay (SSFC Support staff on SSSP bonus)

Female	Male	Comments
16.33% Received a bonus	6.45% Received a bonus	Support Standards Payments are only applicable to Support Staff on Sixth Form College terms and conditions. More female staff work within support than male staff which explains why the percentage for females is higher. Bonus is equal to all eligible to receive it by contract type.

The following analysis provides the reader with some context to our gender pay analysis and understanding for pay differentials.

1) Mean & Median overall figures

- A higher proportion of female employees 34% are paid £20,000 or less per annum, compared to 27% of male employees which has an impact on both the mean (average) and the median (mid-point) pay.
- A higher proportion of female employees, 70% are employed in lower paid administrative roles compared to 30% of male employees working in lower paid administrative roles which generates the gender pay gap of 5.29% (mean) and 12.73% (median).

2) Pay Quartiles

- 27% of all female employees are paid within the first quartile (£6,560 to £18,695), whereas 21% of all male employees are paid within the first pay quartile.
- 27% of all female employees are paid within the second quartile (£19,365 to £26,535), whereas 22% of all male employees are paid within the second pay quartile.
- 22% of all female employees are paid within the third quartile (£26,535 to £35,290), whereas 31% of all male employees are paid within the third pay quartile.
- 24% of all female employees are paid within the fourth quartile (£35,290 upwards), whereas 27% of male employees are paid within the fourth pay quartile.

Therefore a higher proportion of female employees 54% are paid within the first and second quartiles compared to male employees 43% and a higher proportion of male employees 58% are paid within the third and fourth pay quartiles compared to 46% of female employees.

4) Bonus Pay

Support Standards Payments (Bonus Pay) is only applicable to Support Staff on Sixth Form College terms and conditions. More female staff (16.33%) work within support than male staff (6.45%) which explains why the percentage for females is higher.

Conclusion

The College group's workforce is made up of 64.44% female staff and 35.56% male staff and has a higher proportion of female employees in all categories Teaching, Management and Support. For the mean calculations the gender pay gap for teaching is insignificant at 1.22% and for Management and Support there is a bias towards females, therefore in that category there is no specific gender pay gap in the context of this audit.

However, a gender pay gap exists for the overall mean (average) pay of 5.29% and the median (mid-point) pay which is a difference of 12.73% for females, this reflects that a higher proportion of female staff occupy the lower paid administrative roles.

As a college we are committed to ensuring that our staff are not discriminated against because of their gender. Most of our salaries are based on nationally agreed payscales which are consistently applied to both male and female employees.

Gender Pay Gap - Action Plan

What is the issue?	Action	Who?	By when?
There are fewer female staff in Programme Leader posts	To review recruitment processes and career development to attract more female staff to middle management posts and encourage female employees to more senior teaching posts. Review Recruitment, Pay, and Flexible Working Policies to support the above.	HR	31/01/2018
That term-time contracts are only available for lower paid roles	Consider providing higher paid roles on term-time arrangements.	HR	31/01/2018
In two categories females are paid less than males. Most acute is over 50 years which gives a gender pay gap of 20.26%	Review of salary report by age to look for anomalies.	HR	28/02/2018