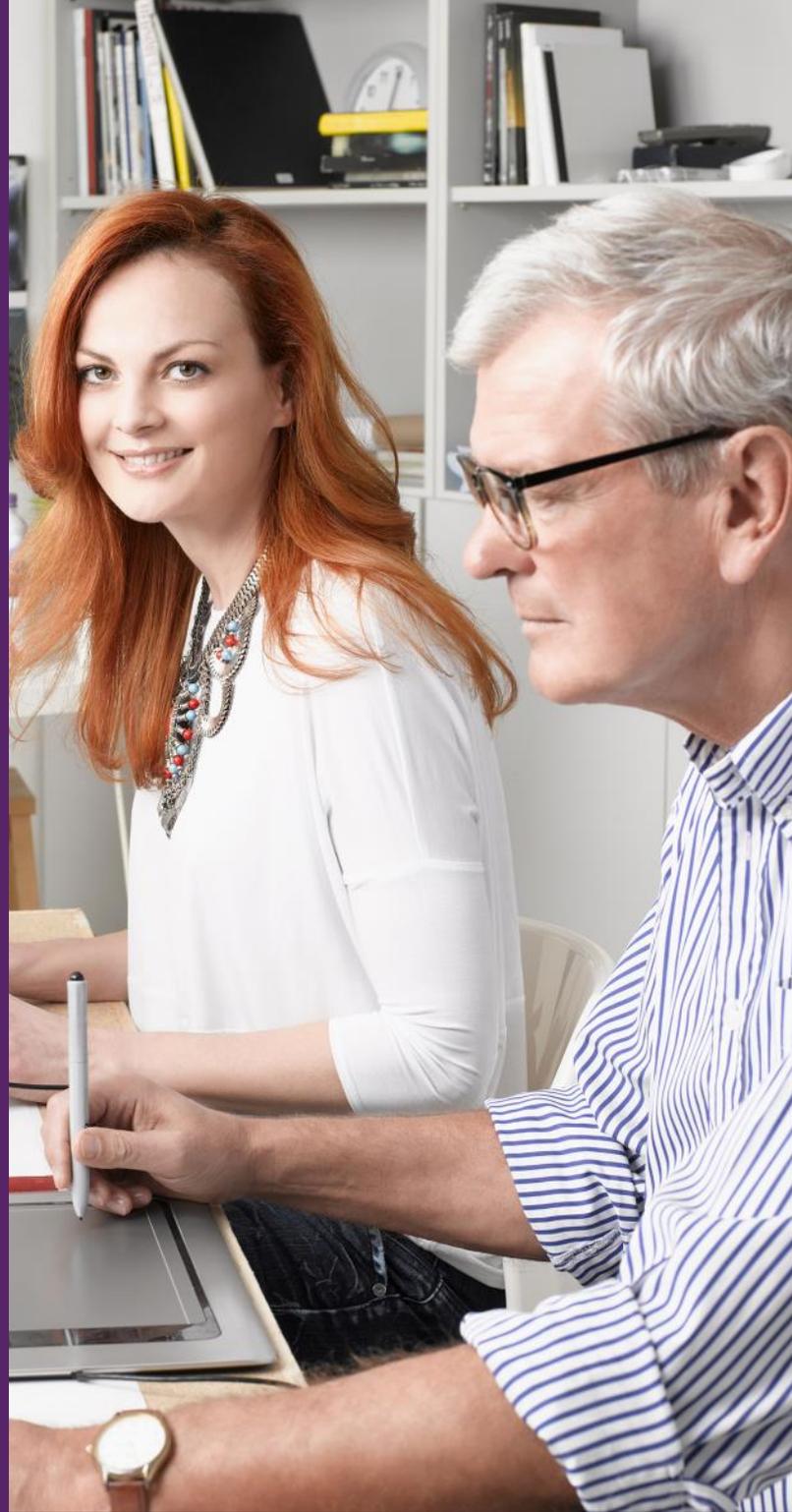


# Gender Pay Gap Reporting

31 March 2019

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 positive percentage is shown in red 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 mean gender pay gap for all employees, full time and part-time for this year is 17.3%, this has fallen from 17.8% in 2018 and continues to decline. The Office for National Statistics has suggested that this is normally higher for Education establishments. **Shrewsbury Colleges Group's mean (average) gender pay gap is 13.9% (an increase from 10.9% in 2018) and the median (mid-point) gender pay gap is 24.1% (an increase from 18.2% in 2018).**

There are six calculations 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 31st March 2019 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 515 staff, made up of 193 males and 322 females. In 2018 there were 191 males and 318 females giving the same gender mix of 37.5 % males and 62.5% females.



## 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

In this section we are also showing comparisons to last year to assist the reader to understand the shift over the last 12 months.

### 1) Mean Pay (average) Overall

Female	Male	Difference (%)
£13.78 per hour	£15.99 per hour	13.9% (an increase from 10.9% in 2018)

How hourly rate for mean pay compares to last year:

Female	Male	Difference (%)
£14.13 per hour	£15.86 per hour	10.9% (an increase from 5.3% in 2017)

We note that female mean pay has decreased overall by 14% since 2018, whereas the male mean pay has increased.

## 2) Median (mid-point) Overall

Female	Male	Difference (%)
£12.69 per hour	£16.71 per hour	24.1% (an increase from 18.2% in 2018)

How median hourly rate compares to last year:

Female	Male	Difference (%)
£13.06 per hour	£15.95 per hour	18.2% (an increase from 12.7% in 2017)

We note that female median pay has decreased overall by 13% since 2018, whereas the male mean pay has increased.

Comments regarding mean and median is that a higher proportion of female employees 31% are paid £20,000 per annum (£10.30 per hour) or less, this compares to 27.5% 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 <sup>st</sup> Quartile (£4.07-£9.08 per hour) + 2 Staff		2 <sup>nd</sup> Quartile (£9.17-£14.22 per hour) + 2 Staff		3 <sup>rd</sup> Quartile (£14.22-£19.44 per hour) + 2 Staff		4 <sup>th</sup> Quartile (£19.44 per hour upwards) Same no. of staff		Total	
Female	Male	Female	Male	Female	Male	Female	Male		
97	32	88	41	67	62	70	58	515	
2018 Figures									
94	33	83	44	76	51	65	63	509	
Variance									
+3	-1	+5	-3	-9	+11	+5	-5	+6	

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

Female	Male	Comments
20.6% Received a bonus	9.7% Received a bonus	Support Standards Payments are only applicable to Support Staff on Sixth Form terms and conditions. More female staff (199 females) work within support than male staff (83 males) which explains why the percentage for females is higher. Bonus is equal to all eligible to receive it by contract type and was paid to all.

Bonus Pay in last year's report was as follows:

Female	Male	Comments
<p style="text-align: center;">16.7% Received a bonus</p>	<p style="text-align: center;">7.1% Received a bonus</p>	<p>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.</p>

## Analysis of Findings

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

### Section A – All Staff

#### 1) Mean overall figures & Median overall figures

- 31% of all females are paid £10.30 or less per hour (which equates to £20,000 or less per annum), compared to 27.5% of all male employees which has an impact on both the mean (average) and the median (mid-point) pay.
- A higher proportion of female employees, 61.8% are employed in administrative roles compared to 43.0% of male employees working in lower paid administrative roles which generates the gender pay gap of 13.9% (mean) and 24.1% (median).

#### 2) Pay Quartiles

- 30.1% of all female employees are paid within the first quartile (£4.07-£9.08 per hour), whereas 16.6% of all male employees are paid within the first pay quartile.
- 27.3% of all female employees are paid within the second quartile (£9.17-£14.22 per hour), whereas 21.2% of all male employees are paid within the second pay quartile.
- 20.8% of all female employees are paid within the third quartile (£14.22-£19.44 per hour), whereas 32.1% of all male employees are paid within the third pay quartile.
- 21.7% of all female employees are paid within the fourth quartile (£19.44 per hour upwards), whereas 30% of male employees are paid within the fourth pay quartile.

Therefore, a higher proportion of female employees (57.5%) are paid within the first and second quartiles compared to male employees (37.8%) and a higher proportion of male employees (62.1%) are paid within the third and fourth pay quartiles compared to (44.3%) of female employees.

#### 3) Bonus Pay

Support Standards Payments (Bonus Pay) is only applicable to Support Staff on Sixth Form terms and conditions. 20.6% of female staff received a bonus whilst only 9.7% of male staff received a bonus. We employ more female employees in support roles which explains why the percentage for females is higher.

## Conclusion

The College group's workforce is made up of 62.5% female staff and 37.5% male staff and has a higher proportion of female employees in all categories Management, Teaching and Support. For the mean calculations there is no gender pay gap for teaching. For support there is a gender pay gap of 2.3%. The mean pay gap for management (which includes the Senior Leadership Team, Curriculum Leaders and College Managers) is 17.1% this is in part due to having a Principal and CEO who is male included within this category which affects the overall variance.

A gender pay gap exists for the overall pay of 13.9% mean (average) with the median (mid-point) pay having a difference of 24.1% for females, this reflects that a higher proportion of female staff occupy the lower paid administrative roles. Female mean pay has decreased overall by 14% whereas male mean pay has increased, the same applies to the female median pay which has also decreased overall by 13% and the median pay for males has increased. This is likely to be the result of an increase in female staff in the first 2 pay quartiles, a decrease of 9 female staff in the 3<sup>rd</sup> quartile and an increase of 11 male staff in the 3<sup>rd</sup> quartile.

## Gender Pay Gap - Action Plan

Government advice is to examine two themes, theme 1: Family Friendly Policies and theme 2: Women's Progression, consistent with this our actions are:

What is the issue?	Action	Who?	By when?
The mean pay for females in Management positions gives a gender pay gap of 21%	Continue to review recruitment processes and career development to attract more female staff to management posts	HR/ Recruitment	31/01/2020
There are fewer female staff in Programme Leader posts	Continue 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/ Recruitment	31/01/2020
That term-time contracts are only utilised for lower paid roles.	Offer term-time arrangements as a genuine consideration for more senior support roles making them more attractive to female employees – Review Family friendly policy for pay disadvantage.	HR/ Recruitment	29/02/2020
Mean pay for females 40-49 gives a gender pay gap of 22.8% and the Median pay for females 40-49 gives a gender pay gap of 26.7%	Further analysis of pay in this age band to look for anomalies and understand impact of maternity periods on progression.	HR/Payroll	29/02/2020