

Gender Pay Gap Reporting

31 March 2018

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
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Introduction

In the UK, the gender pay gap for all employees, full-time and part-time was 17.9% , this has fallen from 18.1% in 2017. 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 10.9% and median (mid-point) gender pay gap is 18.2%.**

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 2018 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 509 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 (%)
£14.13 per hour	£15.86 per hour	10.9%

2) Median (mid-point) Overall

Female	Male	Difference (%)
£13.06 per hour	£15.95 per hour	18.2%

Comments regarding mean and median is that a higher proportion of female employees (37%) are paid £20,000 per annum (£10.36 per hour) or less, this compares to 30% 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 (£4.07-£9.39 per hour)		2 nd Quartile (£9.39-£13.88 per hour)		3 rd Quartile £13.88-£18.82 per		4 th Quartile (£18.82 per hour up-	
Female	Male	Female	Male	Female	Male	Female	Male
94	33	83	44	76	51	65	63

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

Female	Male	Comments
16.7% Received a bonus	7.1% 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 37% are paid £10.36 or less per hour (which equates to £20,000 or less per annum), compared to 30% of male employees which has an impact on both the mean (average) and the median (mid-point) pay.
- A higher proportion of female employees, 62.3% are employed in lower paid administrative roles compared to 44% of male employees working in lower paid administrative roles which generates the gender pay gap of 10.9% (mean) and 18.2% (median).

2) Pay Quartiles

- 29.6% of all female employees are paid within the first quartile (£4.07-£9.39 per hour), whereas 17.3% of all male employees are paid within the first pay quartile.
- 26.1% of all female employees are paid within the second quartile (£9.39-£13.88 per hour), whereas 23.0% of all male employees are paid within the second pay quartile.
- 23.9% of all female employees are paid within the third quartile (£13.88-£18.82 per hour), whereas 26.7% of all male employees are paid within the third pay quartile.
- 20.4% of all female employees are paid within the fourth quartile (£18.84 per hour upwards), whereas 33% of male employees are paid within the fourth pay quartile.

Therefore a higher proportion of female employees 55.7% are paid within the first and second quartiles compared to male employees 40.3% and a higher proportion of male employees 59.7% 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 College terms and conditions. More female staff (16.7%) work within support than male staff (7.1%) 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 Management and Support categories. For the mean calculations the gender pay gap for Teaching is very low at -4.1% and for Support there is a bias towards females. The mean pay gap for Management (which includes the Senior Leadership Team, Curriculum Leaders and College Managers) is 20.9% this will be due to having a male Principal and CEO included within this category which affects the overall variance.

A gender pay gap exists for the overall mean (average) pay of 10.9% and the median (mid-point) pay which is a difference of 18.2% 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?
The number of female employees over the age of 40 has reduced since doing the last report. Because employees over the age of 40 tend to have more experience/years of service than employees under 40 this in turn given our service based incremental scales has an impact on salary and therefore increase in female category has impacted on our gender pay gap.	Ensure females feel encouraged to work at our College by targeting benefits and advertising towards candidates who are female and over 40. E.g. highlight well-being initiatives and use imagery that feels inclusive.	HR/ Recruitment /Marketing	31/01/2019
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 senior teaching posts.	HR/ Recruitment	31/01/2019
That term-time contracts are only available for lower paid roles.	Offer term-time arrangements as a genuine consideration for more senior support roles making them more attractive to females.	HR	28/02/2019
Median pay for females 40-49 gives a gender pay gap of 22.7% and over 50 years gives a gender pay gap of 22.5%	Further analysis of pay in age bands on 40-49 and 50+ to look for anomalies	HR/Payroll	28/02/2019