



Gender Pay Gap Report 2017-18

March 2018



HEART OF
WORCESTERSHIRE
COLLEGE

Introduction

In accordance with government guidelines, all organisations with 250 or more employees are legally required to produce and upload a report to the GOV website detailing the gender pay gap within its workforce. This comes under the Equality Act 2010 (Gender Pay Gap information) regulations 2017. The report must also be published on to the College website, so it is available to the public. This is the first year of gender pay gap reporting, and the first report for HoW College. Colleges who have less than 250 employees will not be required to publish these statutory calculations.

The Government is committed to closing the gender pay gap that exists within the majority of organisations. In 2017 the UK average pay gap was 18.4%. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Certain organisation types are affected by the gender pay gap more so than others. Examples of this would be engineering/IT and financial industries which are renowned for having more male than female employees and therefore are more likely to have a gender pay gap. Occupations where females are underrepresented will generally lead to higher pay gaps.

It is important to note that gender pay is very different to equal pay and at HoW College we do not have an equal pay issue:

Equal Pay deals with the pay differences between women and men, undertaking the same role, similar roles or work of an equivalent value.

Gender Pay Gap highlights the differences in pay averages between all women and all men in the workforce regardless of the role they undertake.

Our stats

The data below has been published on the gov.uk website by Heart of Worcestershire College

Heart of Worcestershire College: 2017-18 Gender Pay gap data:

Women's hourly rate is **13.39% Lower (mean) 22.18% Lower (median)**

Pay quartiles

How many men and women are in each quartile of the College's payroll

	WOMEN	MEN
Top quartile	57.15%	42.85%
Upper Middle Quartile	61.14%	38.86%
Lower Middle Quartile	77.84%	22.16%
Lower Quartile	75.50%	24.50%

Women's bonus pay

31.9% Lower (mean)

32.67% Lower (median)

Who received bonus pay?

80.82% of women

85.33% of men

The Detail

Heart of Worcestershire College, in line with many colleges, has more female employees. The education sector has always provided a range of flexible working patterns to suit the work/life balance of its staff. At HoW College a greater number of female staff have taken advantage of this flexibility, choosing to work less hours or taking on term time only contracts. This does impact adversely on Gender Pay Reporting calculations however we have always, and will continue to support and provide flexible working patterns.

Those staff on temporary periods of reduced salary due to sickness absence, paternity or maternity leave will also impact on gender pay reporting calculations.

Some colleges will outsource certain provisions which tend not to attract high levels of salaries and have a predominantly female workforce such as catering. In addition many colleges won't employ staff to provide nursery facilities which is another female dominated profession where salaries are low. At HoW College we are proud of our diverse and multi-discipline workforce and the range of facilities we provide.

In 2017 the UK average pay gap was 18.4%

HoW College also employ a significant number of apprentices which we believe exceed sector averages. This is very much in line with government targets and aspirations concerning apprentices, but does impact on our gender pay gap reporting calculations.

For many years the College has also supported the benefits that salary sacrifice schemes bring to its staff. However for the purposes of gender pay gap reporting this does not reflect favourably on our calculations as historically more female members of staff than males have participated in these schemes. The College will continue to support salary sacrifice schemes despite the adverse impact on its gender pay gap reporting calculations.



Due to employees being paid on a monthly basis the 'snapshot' date was 31 March 2017 and the reporting period retrospective. The College has a 12-month period from the snapshot date in order to complete and upload the report. During this snapshot period an unconsolidated pay award was paid in December 2016 which has been included in this report. Not all colleges paid any kind of pay award to their staff during this period.

There was a qualifying period of employment for which staff had to

have worked in order to receive the unconsolidated pay award. During this period the staff turnover was weighted more in favour of females and therefore this explains why based on the data above, the award was received by more males than females.

It is anticipated that the Government will open up the criteria surrounding which organisations need to complete this report on an annual basis. This will include smaller organisations and more colleges having to report their gender pay gaps.

Actions by the College to close the gender pay gap:

The College is committed to closing the gender pay gap. The following are some of the actions we will pursue in order to do this.

- **Work towards removing the gender bias associated with certain roles and contract types. For examples we current have no males working in our nursery provisions. This can be achieved in part by exploring different medias in which to advertise vacancies.**
- **Explore the possibility of encouraging more diverse working patterns, such as compressed hours, occasional working from home, flexible working arrangements. This will be more appropriate in certain departments within the College.**
- **Better communications with the education sector network channels to understand how other colleges are tackling the gender pay gap challenge.**

