

Gender Pay Gap Statutory Reporting

1. Introduction

The College has a legal duty to report information relating to gender pay differences by 30 March 2018. This duty applies to all employers with a workforce of 250 or more employees.

2. Overview of the Gender Pay Gap Requirement

2.1 What are employers required to publish?

The College is required to publish the following data based on the payroll of employees as of 31 March 2017.

- **Mean average difference** - between the average hourly rate of pay that male and female employees receive (calculation = total of all hourly pay rates divided by number of individuals in each gender).
- **Median average difference** – between the hourly rate of pay that male and female employees receive (calculation = difference between the hourly pay at the 50th percentile for male and female employees).
- **Quartiles** – the percentage of males and females in each quartile of the employer’s payroll based on employees’ individual hourly pay rates.
- **Bonus Payments** – the level of bonus payments above regular salary awarded by gender and the mean and median difference between the amount of bonus for male/female employees (regular salary includes market supplements, overtime, shift payments etc.). The College does not currently have any bonus payments for employees.

2.2 The Isle of Wight College’s Gender Pay Reporting

On the 31 March 2017 the College had 515 employment contracts held by 403 employees. This reflects the fact that a number of employees hold two or more contracts (for example, learning support assistant and sessional lecturer). 63.9% of the total number of employees are female.

The statutory reported data appearing on the government website is as follows:

1. Women’s hourly rate is:
 - 9% lower (mean average)
 - 13.7% lower (median average)

2. How many men and women are in each quartile of the employer's payroll in terms of hourly pay rate:

	Male	Female
Top Quartile	42.6%	57.4%
Upper Middle Quartile	42.2%	57.8%
Lower Middle Quartile	25.0%	75.0%
Lower Quartile	24.0%	76.0%

3. Supporting Statement

- i) The Isle of Wight College is committed to the principle of equality of opportunity and equal treatment of all employees and job applicants, regardless of their gender, race, disability, age, religion or belief, marriage or civil partnership, pregnancy, sexual orientation, gender reassignment.
- ii) Under the Equality Act 2010, men and women must receive equal pay for the same work, or work of equal value. The College is proud of the gender diversity of its workforce. 63.9% of employees are female and females account for the majority of staff in each of the four pay quartiles. The College can confirm that all male and female staff are paid the same rates of pay for the same job roles. For example, a male and female staff member who are both Lecturers in Hairdressing or Learning Support Assistants or Administrators, will be paid the same pay grade.

Ensuring equal pay arrangements at The Isle of Wight College

- iii) The College recognises and is vigilant in ensuring that both males and females have equal access to roles at the College. To ensure this the College adopts the following measures:
- Anonymised shortlisting for interview for recruitment.
 - A Family Policy and Flexible Working Policy which are designed to support and encourage applicants who have responsibilities for family and other dependents. For example, we offer a range of part-time and term time only contracts which provide flexibility around school hours.
 - We proactively promote our Family Policy including the new Shared Parental Leave arrangements, which enables female staff to share maternity leave with their partner.
 - Ensuring pay rates are competitive and reflective of pay for similar roles in other organisations. For example, we have recently increased pay rates for Learning

Support and similar roles to ensure we remain competitive. This has directly benefited female staff in the bottom quartile of pay rates.

- Recruitment of new staff in 2016/17 was 69% female: 31% male.
- Of internal promotion secured by existing employees in 2016/17, 80% were female and 20% male.

iv) To prevent unequal pay, the College, in line with many other large organisations, has a Pay Framework in place. This is agreed by the Corporation, in consultation with trade union representatives and reflects national pay scales for further education. The Pay Framework:

- Utilises objective pay grades to establish particular salaries for particular types of role (e.g. Lecturer, Administrator). These pay rates are applied to the role regardless of the individual and their gender or any other personal equality characteristics, as defined by the Equality Act 2010.
- Evaluates job roles and determines pay grades using an objective evaluation process which has been agreed with and involves trade union representatives.
- Includes a pre-determined and objective mechanism for agreeing the limited use of market supplements where the College is unable to recruit to specific posts due to market pressures on salaries. For example, there is a UK wide shortage of suitably qualified engineering professionals, both for general industry and the education sector.
- Provides for the Corporation's Senior Postholders Remuneration Committee to determine pay rates for senior positions based on salary data from the education sector.

Analysis of Gender Pay Gap

v) The gender pay gap at the College is directly related to the higher proportion of females employed in the lower two quartiles of the workforce (76% in the lower quartile and 75% in the upper lower quartile) and the types of job which are in these two quartiles (including learning support and administrative support roles). It should also be noted that female employees form the majority of the workforce in both the top and upper middle pay quartiles at 57.4% and 57.8% respectively.

vi) The College encourages flexible working arrangements wherever possible and at all pay grades. However, the business requirements for learning and administrative support work is more likely to fit with part-time and term time only working arrangements. These roles in turn attract a higher proportion of female candidates which in part is due to the flexibility they provide in fitting with responsibilities for family or other dependents.

- vii) While we are not required to produce the following information it is helpful in providing a clearer picture on average hourly pay rates in each quartile for male and female staff.

	Male Mean Average Hourly Pay Rate	Female Mean Average Hourly Pay Rate
Top Quartile	£17.39	£16.86
Upper Middle Quartile	£13.04	£12.99
Lower Middle Quartile	£8.64	£8.56
Lower Quartile	£8.21	£8.21

- viii) The above data illustrates that average pay rates are very similar with the exception of the top quartile. When examining the top quartile in more detail the reasons for the difference are due to a larger proportion of male staff having a longer length of service in their current role and they have therefore reached the top of their pay scale. A larger proportion of female staff are still progressing through the additional increments achieved for each pay grade for additional service. As female staff reach the top of their grade this gap should close. This will be monitored, including in terms of future recruitment and promotion.

For any queries about the College's Gender Pay reporting please contact Peter Thompson, Assistant Principal for Resources at peter.thompson@iwcollege.ac.uk.



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Principal

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