

# Governing Board Paper

Meeting:		Staffing & Remuneration				Date:		16th May 2024	
Paper Title:		Gender Pay Gap Report				Agenda Item:		4b	
Author(s):		Debbie Carter (Head of HR) Matt Preston (Payroll Manager)							
Purpose of Paper:		Recommend to the Board for approval	✓	Approve		Discussion		Information	
Status:		Confidential				Not Confidential		✓	

<b>Risk No:</b>	<b>Risk:</b>	<b>Change:</b>
<b>4</b>	Failure to recruit, retain and develop quality staff in line with the college's 'People Plan'.	↑

## Executive Summary:

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. From 2017, as an employer who has a headcount of 250 or more on a 'snapshot date' must comply with regulations on gender pay gap reporting. Gender pay gap calculations are based on employer payroll data drawn from a specific date each year. This specific date is called the 'snapshot date'. Craven college snapshot date was 31 March 2023. The deadline date for submission is 5<sup>th</sup> April 2024, the data is retrospective.

Employers are also encouraged to publish an action plan alongside their figures, demonstrating the steps they will take to close the Gender Pay Gap within their organisation.

We submitted our Gender Pay Gap by the end of March 2024, in accordance with requirements of the Government Equalities Office.

Our reporting shows that, females occupy 59% of the highest paid jobs and 79% of the lowest paid jobs, as evaluated through our reporting on the Government website. As per last year, the Mean and Median trend has shown a divergence from the ONS benchmark figures. The mean gender pay has improved on last year with the median gender pay staying relating the same as last year.

## Key points:

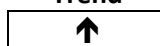
Key:

**RAG**



>3% above ONS benchmark

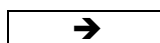
**Trend**



Improved on previous year



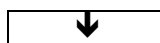
≤3% ≥ ONS benchmark



Same as previous year



<3% below ONS benchmark



Worse than previous year

KPI	Target	BM	2019	2020	2021	2022	2023	RAG	Trend
Mean Gender Pay Gap	7.7%	<b>9.7%</b>	10.6%	11.7%	7.6%	11.1%	9.18%		↑
Median Gender Pay Gap	14.3%	14.9%	32.5%	25.0%	18.0%	21.5%	21.6%		→

As per last year, the Mean and Median trend has shown a divergence from the ONS benchmark figures. The mean gender pay has improved on last year with the median gender pay staying relating the same as last year.

The median gender pay gap is calculated as the difference between the hourly pay of the median man and the hourly pay of the median woman. The median for each is the man or woman who is in the middle of a list of hourly pay ordered from highest to lowest paid.

The mean gender pay gap figure uses the hourly pay of all employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

It needs to be noted that we have a large differential in numbers of males (99) and females (244) at the time of reporting. There are also more female staff working part time (PT) and so both these factors this will decrease the median hourly rate.

The differentials do not mean we are not paying equal pay for equal work. As we have a large number of female employees compared to males, and more PT females, this can distort the reporting. In addition, in male dominated areas such as construction and motor vehicle, lecturers command higher salaries as these are hard to recruit areas, requiring specialist industry experience and they therefore attract market supplements.

## Understanding the Colleges Gender Pay Gap

### Employee Breakdown

Below shows the breakdown of employees based on male and female headcount at the time of reporting, the numbers in brackets are 2022 reported figures.

Female	Male
244	99
(251)	(95)

*Mean and Median Gender Pay Gap differences (% in brackets are the reported figures in 2022)*

Mean	Median
9.18%	21.55%
(11.14%)	(21.51%)

In arriving to these percentages, the calculation includes basic pay, anyone absent due to sickness and maternity, so long as they are in full pay at the time of reporting. The percentages do not include pay for overtime, pay relating to redundancy/termination of employment, pay in lieu of leave, anyone on reduced pay due to sickness or maternity.

### The percentage of women in each pay quarter

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay (appendix 2)

At Craven College females occupy 59% of the highest paid jobs and 79% of the lowest paid jobs

### Actions

- Continue to evaluate roles across the college in line with job evaluation, and moderate with similar roles to ensure we pay equal pay for equal work.
- Work continues on PTHP contracts.

## Recommendation:

The Board are asked to discuss the contents of this report and recommend to the Board for approval

## Appendices:

Appendix 1 – Key definitions

### Appendix 1: Key definitions

The **Gender Pay Gap** shows the difference in average earnings between female and men. This is not the same as Equal Pay.

The **mean** Gender Pay Gap is the difference in the average hourly pay for females compared to men employed within an organisation.

The **median** Gender Pay Gap is the difference in salary between at the middle point of pay for females and males employed.

### Appendix 2 The percentage of women in each pay quarter

	% female	% male
Highest	59	41
upper middle	68	32
lower middle	78	22
Lowest	79	21

