

Report to:	People, Search & Governance Committee
Date of Meeting:	06/02/2025
Purpose:	For recommendation to Board for approval
Status:	Non-confidential
Title of Paper	Gender Pay Gap Report
Agenda Item	5d
Author (s)	Debbie Carter, Head of HR and Matt Preston, Payroll Manager.

SO1	Ensure that exceptional teaching and learning is at the heart of our college	<input type="checkbox"/>
SO2	Provide an outstanding student journey to maximise potential	<input type="checkbox"/>
SO3	Foster highly effective partnerships with employers and stakeholders	<input type="checkbox"/>
SO4	Deliver on the current and future skills needs of our communities and employers	<input type="checkbox"/>
SO5	Nurture a culture of excellence, celebrating success and promoting accountability	<input checked="" type="checkbox"/>
SO6	Grow and drive an efficient, effective and sustainable college	<input type="checkbox"/>

Risk No:	Risk:	Change:
4	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. As an employer who has a headcount of 250 or more on a 'snapshot date', the College 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 report provides an analysis of pay comparison between men and women in the college for the period of 1 April 2023 to 31 March 2024.

The table below demonstrates the college's Gender Pay Gap analysis over the last 3 years. Our reporting shows that, females occupy 46% of the highest paid jobs and 83% of the lowest paid jobs. The mean gender pay has widened slightly compared to last year with the median gender pay showing a significant improvement. The mean gender pay gap is better than that reported nationally and for the education sector.

KPI	Target	2022	2023	2024	
Mean Gender Pay Gap	7.7%	11.1%	9.18%	10.96%	↓
Median Gender Pay Gap	14.3%	21.5%	21.55%	17.64%	↑

Key:

RAG



>3% above target

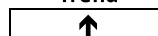


≤3% ≥ target

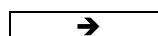


<3% below target

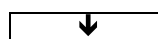
Trend



Improved on previous year



Same as previous year



Worse than previous year

Main Report:

This Gender Pay Gap Report provides an analysis of pay comparison between men and women in the college for the period of 1 April 2023 to 31 March 2024. Below is a summarised analysis of the key aspects and findings from the report. The report is retrospective and based on a snapshot date during the reporting period. The college must

publish this data on the Government website by 5 April 2025

1. Employee Breakdown

The college workforce composition is made up of predominantly females, a trend which has been consistent for the past three years. The College has a large differential in numbers of males (100) and females (252) at the time of reporting, with an increase in female staff in 2024. There are also more female staff working part time (PT) and so both these factors this will decrease the median hourly rate.

	Female	Male
2022	251	95
2023	244	99
2024	252	100

2. Pay Quartiles broken down by gender:

2.1. The table & chart below show the percentage of men and women employees in four equal sized groups based on their hourly pay. Females occupy over 80% of the lowest paid jobs and less than 50% of the highest paid jobs. The percentage in highest quartile has decreased and the percentage in lowest quartile has increased. This can be partly explained by a senior female manager retiring last April but more female staff joining at the upper middle quartile

	2024		2023	
	% Female	% Male	% Female	% Male
Upper hourly pay quarter	46	54	59	41
Upper middle hourly pay quarter	85	15	68	32
Lower middle hourly pay quarter	73	27	78	22
Lower hourly pay quarter	83	17	79	21

3. Mean and Median Gender Pay Gap differences

	Mean	Median
2023	9.17%	21.55
2024	10.96	17.64

- 3.1. The data is influenced by the inclusion of part-time hourly paid (PTHP) employees, whose holiday pay is rolled into their annual salary. Without this inclusion, our Mean Gender Pay Gap would be 9.82%.
- 3.2. Our pay gaps compare favorably against the mean national gender pay but not the median figure. The same is true when compared to the data for the education sector, although the differential for median gender pay gap is not as great (0.4pp) but our mean gender pay gap is considerably better at nearly 11%

	National	Education Sector	Craven College
Median	13.1	17.2	17.6
Mean	13.8	12.5	10.96

4. Key factors in our gender pay gap:

- 4.1. The differentials in pay do not mean we are not paying equal pay for equal work. Staff are not paid differently on the basis of their gender. On recruitment of new staff or if a role is re-evaluated, salaries are compared across other similar roles and checks made across staff from different backgrounds, including gender.
- 4.2. The pay gaps unfortunately continue to exist because of unequal representation of different groups across different levels across the College. These are highlighted below:
- Student Services roles, attract females, which are the lower paid roles in college. Student Services is also one of the largest departments in the College

- Catering attracts females, which are our lower paid roles.
- Construction and Motor Vehicle are hard to recruit roles, requiring specialist industry experience and attract higher salaries, for which we find ourselves needing to apply the Market Supplement policy, this then increases salaries, in generally male dominated roles.

Actions

The College's gender pay gap reflects industry trends influenced by role-specific pay disparities and traditional occupational gender roles. Efforts to mitigate these disparities are:

- 1) Encouraging and supporting gender diversity into traditionally male-dominated roles like Construction and Motor Vehicle.
- 2) Promoting pathways for career progression in roles predominantly held by women, such as Student Services and Catering.

Recommendation

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

Appendices

None

Glossary

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.

Gender Pay Gap calculations - 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