



Gender Pay Gap Report

31 March 2018

Introduction

Under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, the College has a legal duty to report on gender pay.

The College is required to publish information on an annual basis and this report is based on data from a snapshot date of 31 March 2018.

The College is obliged to publish:

- the difference in mean pay between male and female employees
- the difference in median pay between male and female employees
- the difference in mean bonus pay between male and female employees
- the difference in median bonus pay between male and female employees
- the proportions of male and female employees who were paid bonus pay
- the proportions of male and female employees in each quartile of their pay distribution

Gender Pay Gap

Gender pay gap differs from equal pay.

Equal pay is the legal right of men and women to be paid at the same pay rate for work which is the same or like work or is of equivalent value.

Our agreed Pay Policy provides a fair, transparent and objective framework for the determination of salaries, ensuring equal pay for work of equal value, irrespective of gender.

We have adopted pay scales and grades which vary according to the level of responsibility associated with each role and pay progression within agreed grades is on an annual basis, subject to satisfactory performance.

We also review our pay Policy and Recruitment and Retention Payments Policy annually.

Gender pay gap analysis compares the average earnings (mean and median) of all women and all men across the College's workforce. A negative percentage indicates

that the average pay for women is higher than for men. A positive percentage indicates that the average pay for men is higher than for women.

As the ACAS Guidance 'Managing Gender Pay Reporting' indicates, it is helpful to use two different types of average to give a more balanced overview of an organisation's overall gender pay gap.

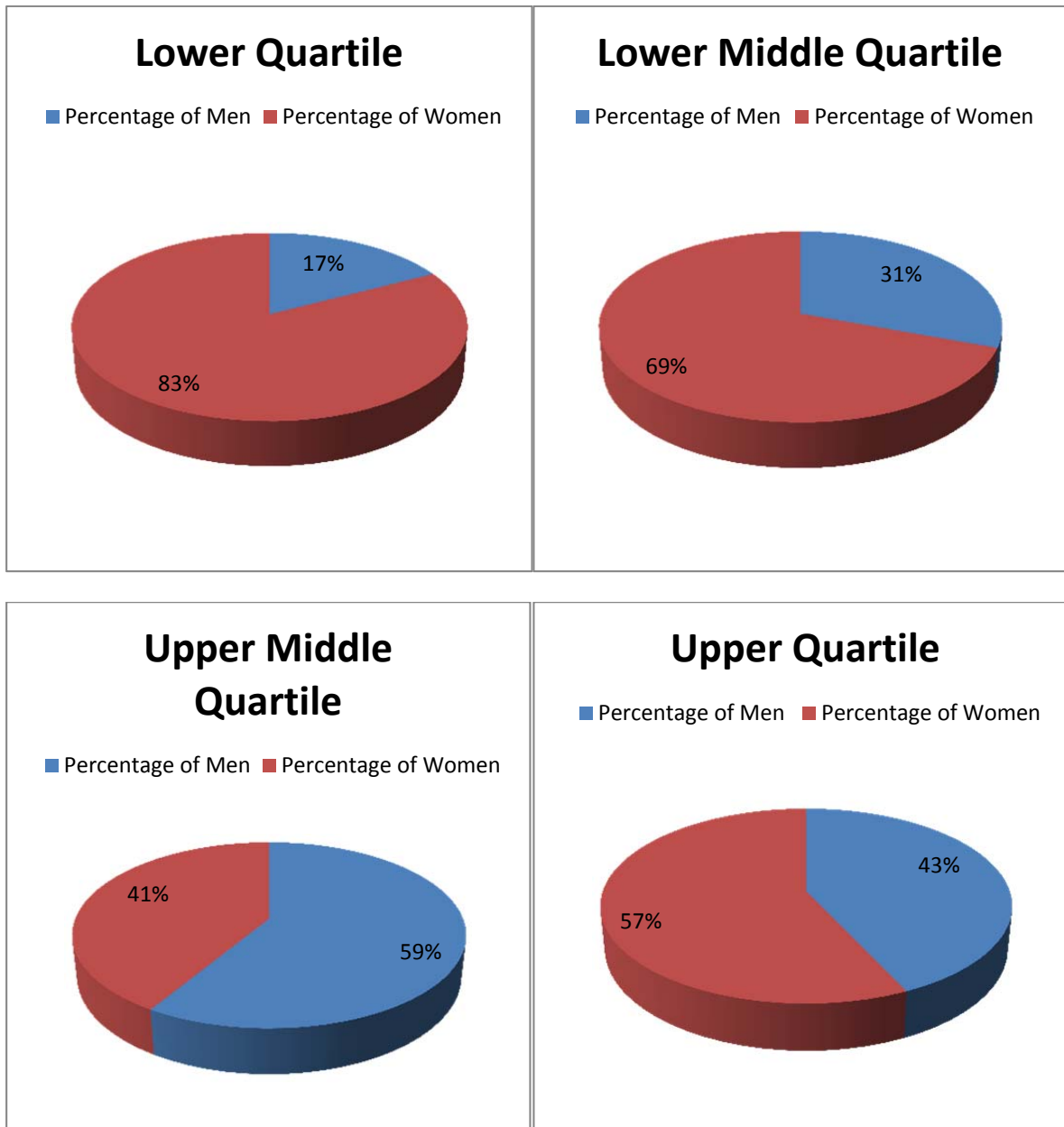
Mean averages place the same value on every number they use giving a good overall indication of the gender pay gap. However very large or very small pay rates can dominate and distort the result.

Median averages are useful in that they indicate what the 'typical' situation is i.e. in the middle of an organisation and are not distorted by very large or very small pay rates. However this means that not all gender pay gap issues will be picked up.

The Gender Pay Gap information which we are required to report is as follows:

Mean Gender Pay Gap	17.3%
Median Gender Pay Gap	33.3%
Mean Bonus Gender Pay Gap	0%
Median Bonus Gender Pay Gap	0%
Proportion of male employees receiving a bonus payment	0 %
Proportion of female employees receiving a bonus payment	0%

The proportion of male and female employees in each of the earnings quartiles is shown below:



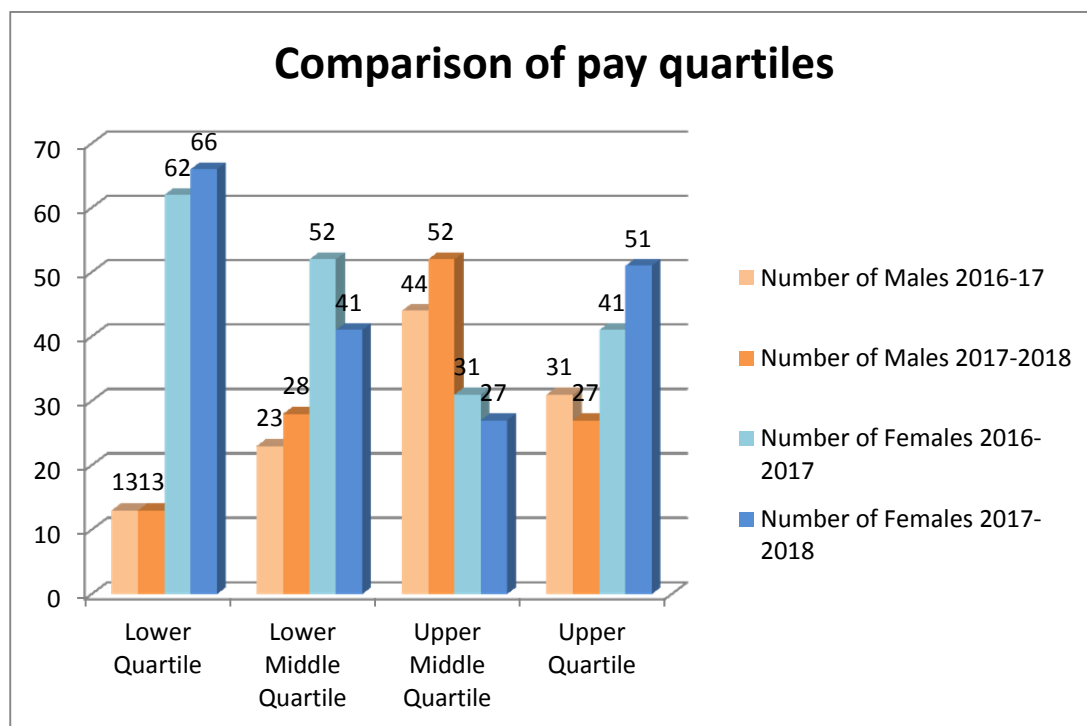
Comparisons with Gender pay report 2016- 17

The below table shows that our Gender Pay Gap has increased by 3.6% since we last reported on the snapshot date of the 31 March 2017. Our Median Gender Pay Gap has reduced by 0.6%.

During the snap shot period of 01 April 2017 until 31 March 2018 the College did not award any bonuses and this is now 0% across each of the mandatory reporting fields.

	31 March 2017	31 March 2018	Difference
Mean Gender Pay Gap	13.7%	17.3%	+3.6%
Median Gender Pay Gap	33.9%	33.3%	-0.6%
Mean Bonus Gender Pay Gap	100%	0%	100%
Median Bonus Gender Pay Gap	100%	0%	100%
Proportion of male employees receiving a bonus payment	0.78%	0%	-0.78%
Proportion of female employees receiving a bonus payment	0%	0%	0%

The graph below shows a comparison of each of the 4 pay quartiles across both the snapshot dates in 2017 and 2018.



Explanatory Information

At the snapshot date of 31 March 2018, we employed 299 relevant full-pay employees. Employees who were receiving reduced pay at the snapshot date are not included, in accordance with statutory requirements.

Women make up 64% of the College's workforce and 73% of this group work part-time (working less than 37 hours per week) or term-time only.

Men make up 36% of the College's workforce and 32% of this group work part-time or term-time only (working less than 37 hours per week).

These figures are broadly in line with those reported from 2016-2017.

The College's gender pay gap is largely explained by the higher percentage of women in the lower and lower middle earnings quartiles which has remained broadly consistent as shown above.

These roles are business support roles and include business administration, learning support, catering and cleaning. They attract a disproportionate number of female applicants and the roles are predominantly part-time and/or term-time, offering flexibility for employees to balance work and home life.

This reflects the traditional wider labour market where women have tended to be clustered in sectors or roles which tend to attract lower pay and in roles that offer part-time opportunities given that women continue to take on the significant share of child care and caring responsibilities.

In the upper middle earnings quartile there is a high percentage of men. Again, this remains consistent with the figures from 2016-17. This includes lecturers who work full-time in technical areas such as Construction and Engineering and these roles have traditionally attracted significantly more men than women. In line with the FE Sector, the College experiences difficulties in recruiting successfully to these areas and is cognisant of the market rate to attract staff from industry.

During the snapshot period of 01 April 2017 to 31 March 2018, we completed a restructuring of our curriculum and reorganised its delivery into two Faculties. These efficiencies were necessary following a reduction in the College's ESFA funding allocation for 16-19 study programmes.

The Faculty of Creative Services was disbanded and its constituent parts were moved into and line managed within the existing Faculties of Construction and Engineering.

As a consequence, four management posts within the Faculty of Creative Services were made redundant. These would have fallen within the upper quartile and were occupied by women.

During the year it was also necessary for the College to make efficiencies through natural wastage and as a consequence 44 positions which became vacant were not replaced. It is worth noting that had these necessary efficiencies not been made and all other circumstances remained unchanged, the mean gender pay gap would have been 13%, a reduction from those figures reported on the snapshot date of 31 March 2017.

In line with government priorities our provision within STEM (Science, Technology, Engineering and Maths) continues to grow. These areas have traditionally attracted more male applicants so it continues to be a priority for us to do all that we can to attract women into these areas of the College's business.

In addition to the information we are obliged to report, the College has also undertaken further analysis of mean and median pay rates for each quartile and also for different job types. A negative percentage, for example the mean gender pay gap for lecturers, indicates that the average pay for women is higher than for men.

Quartile	Mean Gender Pay Gap	Median Gender Pay Gap
Lower Quartile	0.70%	8.20%
Lower Middle Quartile	-1.7%	-3.70%
Upper Middle Quartile	3.30%	5.80%
Upper Quartile	3.90%	-9.30%

Employee Type	Mean Gender Pay Gap	Median Gender Pay Gap
Lecturer	-3.6%	0.0%
Business Support	7.4%	2.8%
Management	15.6%	8.5%

Comparisons

	Mean Gender Pay Gap	Median Gender Pay Gap
Stephenson College	17.3%	33.3%
Education Sector	17.7%	27.1%
National Average*	17.9%	

* Office for National Statistics Annual Survey of Hours and earnings 2018

Closing the Gender Pay Gap

We published our 2016-17 gender pay report on 23 March 2018 and committed to taking a number of actions in order to reduce the gender pay gap.

Whilst our mean gender pay gap at March 2018 has increased, it is worth noting that our agreed actions had no time to make an impact and our plans are unlikely to address our gender pay gap until 2020 at the earliest.

In *'Fair Opportunities for all – A Strategy to reduce pay gaps in Britain'*, the Equality and Human Rights Commission sets out what it considers needs to change and what actions government, its agencies and employers need to take to tackle identified pay gaps. In summary they recommend action to:

- Unlock the earning potential of education by addressing differences in subject and career choices, educational attainment and access to apprenticeships
- Improve work opportunities for everyone, no matter who they are or where they live
- Make all jobs at all levels available on a flexible basis
- Encourage men and women to share childcare responsibilities
- Reduce prejudice and bias in recruitment, promotion and pay
- Report on progress in reducing pay gaps

Given this, we remain committed to:

- Seeking to attract more women into traditionally male dominated roles within our Engineering and Construction faculties, taking positive action as appropriate.
- Ensuring a detailed assessment and monitoring of starting salaries for all employees
- An annual review of our Pay Policy and Recruitment and Retention Payments Policy
- Ensuring that our recruiting managers receive training and support to ensure that there is no unconscious bias in the recruitment and determination of pay processes
- Further promoting family friendly working opportunities to encourage both male and female employees to discuss arrangements which will not inhibit their career progression and ensure that managers are open to innovative ways of working flexibly, including job share arrangements, at all levels of the College.
- Promoting shared parental leave arrangements to encourage take up by male employees.

Our recruitment processes remain robust with rigorous oversight by the Human Resources Department to ensure that there is no gender bias in any recruitment and selection or career promotion process. We will ensure that all recruiting managers receive further recruitment training including an emphasis on unconscious bias in recruitment.

Human Resources Advisors work closely with line managers to carefully consider how to attract a wide range of candidates which includes females in under-represented areas. This includes advertising in our traditional forums, along with industry specific media. In addition the College includes a positive action statement in all relevant adverts, demonstrating our commitment to encourage females to apply for those roles which have traditionally attracted a higher proportion of male applicants.

Research from the Government Equalities Office (2018) suggests that where there is a salary range, female applicants are more likely to negotiate their salary. As a result of this, we have included salary ranges in all recruitment adverts. In addition we have also removed any reference to previous salary information on our application forms. This is to ensure that the salary offered reflects the applicant's skills, qualifications, knowledge and experience and is not influenced by previous earnings.

We also use a gender decoder tool, recommended by the Government Equalities Office. This ensures that the College is not using gender biased language in our recruitment adverts.

Employees with caring responsibilities continue to be well served at Stephenson College with options including part-time and term-time working, other flexible working patterns and salary sacrifice child care vouchers. The rate of return after maternity leave is high.

However, the CIPD (2019) notes that the uptake of flexible working has not increased in the UK since 2010. In seeking to address this, the College is committed to making it a requirement of managers to consider whether jobs can be carried out flexibly or with job-share arrangements, including the most senior roles, and ensuring this is clearly advertised.

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