



Gender Pay Gap Report 2020

Executive Summary

Gender pay reporting legislation requires employers with 250 or more employees to publish calculations every year showing how large the pay gap is between their male and female employees. The calculations compare hourly rates of male and female staff at a snapshot date which, for this year, is 31 March 2020.

The majority of our workforce is female but the figures suggest that they are slightly under represented at the senior levels. There is an argument that students benefit from the input of both male and female staff in key posts at senior levels e.g. Senior Tutors, so any proactive moves to close the gap would require careful consideration. We also have a gender pay gap at the lower levels which can partly be explained by the fact that we employ our lowest paid staff directly i.e. we do not contract out services such as Cleaning, Catering and Invigilation. The overwhelming majority of those who apply for these jobs are female and we employ males and females in proportion to the ratio of applications. If, like many comparable organisations, we were to contract out these services, the pay gap would close.

Apparently large gaps relating to bonuses are explained by the fact that the bonus is the Support Staff Standards Payment which is paid pro rata to hours worked. The full-time figure is identical but more women are likely to work part time (usually term time).

It is important that we continue to monitor and discuss these nuanced issues.

Background

We are required to publish, on our own website and a central government site, the following six calculations:

1. average gender pay gap as a mean average
2. average gender pay gap as a median average
3. average bonus gender pay gap as a mean average
4. average bonus gender pay gap as a median average
5. proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
6. proportion of males and females when divided into four groups ordered from lowest to highest pay.

It is important to understand what the calculations are not:

- they do not specifically ask whether males and females are paid the same for doing the same job or work of the same value. That has long been the subject of equal pay legislation;

- they do not weight the analysis according to how many hours each person works. A person working two hours a week on an occasional basis is weighted the same as a full time permanent employee;
- they do not include a factor for the overall figure of males and females in the workforce. For instance, in an organisation if the top quarter of employees by earnings were 50% female it might seem fair. However, if you then learned that 90% of the staff overall were female then it would be concerning.

The calculations are:

- a means of identifying the distribution of hourly rates across the organisation;
- a way to see whether males or females are disproportionately represented in jobs that pay the least or the most;
- a way to see whether males or females are more or less likely to get a bonus and, if they do, whether their bonus is likely to be larger or smaller.

Our published figures for the year ended 31 March 2020

1. The mean difference in hourly rate of pay 6.8%
2. The median difference in hourly rate of pay 33.3%
3. The mean difference in bonus pay 22.1%
4. The median difference in bonus pay 39.2%
5. The percentage of employees who received bonus pay Male: 22.9% Female: 34.2%
6. Proportion of employees by pay quartile: upper, upper middle, lower middle and lower

	Men %	Women %
Quartile 1 (lowest)	26.5	73.5
Quartile 2	24.7	75.3
Quartile 3	32.5	67.5
Quartile 4 (highest)	31.8	68.2

Notes:

- a) In the case of 1-4 above, the female percentage is the lower.
- b) The 'bonus' is the Support Staff Standards Payment which is paid annually to such staff. It is £320 for a full time member of staff and is paid pro-rata to part timers. The gap is so large because men are more likely to work full time.

Analysis

Our figures are for 679 staff of whom overall 28.9% are male and 71.1% are female. At every level there are more women than men, but women are disproportionately over-represented at the lower two levels and under-represented at the higher two levels. Typical jobs in the top quartile are senior Teachers, Directors, Teachers of HE and Senior Management. There is still a majority of women in this quartile but it is 2.9% less than would be expected given the gender balance of our overall workforce.

Summary and next steps

We are taking a number of steps to consider in order to help address the gender pay gap as follows.

1. Continue to monitor applications for employment and for promotion by gender.

2. Continue to monitor access to training for management.
3. Work with colleagues in the sector to consider ways to reduce the gap.
4. Seek benchmarking data in the sector through employer associations.

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