



Gender Pay Gap Commentary for Kingston Maurward College

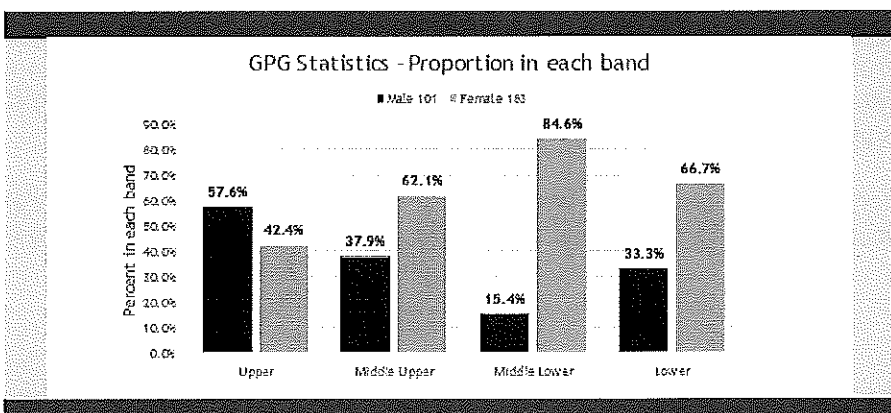
As an employer with over 250 employees Kingston Maurward College is required to publish a Gender Pay Gap report on its website and on the Government's online service: <https://gender-pay-gap.service.gov.uk/Viewing/search-results> by 30 March 2019. The period covered by the report is of a snapshot of the data taken on 31 March 2018.

The College is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It is committed to paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The College engaged external advisors to support the Gender Pay Gap process.

The results for Kingston Maurward College's Gender Pay Gap for the snapshot 31 March 2018 are as follows:-

1. Mean gender pay gap of **16.9%** (in favour of men).
This is a reduction on the previous year's gap which was 19.5% in favour of men.
2. Median gender pay gap of **26.2%** (in favour of men).
This is a reduction on the previous year's gap which was 26.5% in favour of men.
3. **No difference** in mean bonus pay.
This is unchanged from the previous year's findings and demonstrates a fair balance of access between the genders.
4. **No difference** in median bonus pay.
This is unchanged from the previous year's findings and demonstrates a fair balance of access between the genders.
5. **6% of women and 3% of men** were in receipt of a bonus
This is similar to the previous year's findings (6% and 4% respectively) and relates to 'staff member of the month' awards available to all staff who do not hold a management post.
6. Proportion of males and females in each quartile band – see chart below.



In comparison to the previous year's findings, there has been a decrease in females in the lower salary quartile and an increase in females in the middle lower salary quartile. This is a positive result and suggests gradual movement through the salary scales as would be expected in a small College with a reduction in staff turnover over the last year. The mean and median salaries and hourly rates have increased for both males and females since the last figures were published. These figures have been calculated using the standard methodologies used in the Equality Act (Gender Pay Gap Information) Regulations 2017.

Background and Action Already Taken

Across the UK as a whole, men are more likely than women to be in senior roles, especially very senior roles at the top of organisations, while women are more likely than men to be in front line roles at the lower end of the organisation. Many women take time out of the labour market and work part time because of unequal sharing of care responsibilities which affects career progression.

The College reviews all of its policies and practices to ensure that discrimination does not occur and is confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. The gender pay gap is the result of the roles in which men and women choose to work within the organisation and the salaries that these roles attract.

At 31 March 2018, the College employed 64% women and 36% men – this reflects the education sector demographics as well as the College's student population.

Staff with caring responsibilities are well served at the College with options including flexible working patterns, part time and term time contracts. The rate of return after maternity leave is high with contract flexibility available.

As part of the college's promotion of equal opportunities, Equality and Diversity training is a mandatory part of the new staff induction for all new employees. Equality and Diversity is also embedded into all study programmes, apprenticeship programmes and tutorial sessions, promoting equal opportunity and dispelling gender stereotypes.

The College's recruitment and selection process is overseen by the HR team to ensure there is no gender bias in decision making. Personal information is removed at the shortlisting stage and all selection panels have a HR professional involved as a panel member and advisor. Salaries are aligned to identified pay scales and criteria which include range of vocational experience, level of teaching qualification held and size of caseload. Market pay supplements are only used where the job market dictates the need to do so and these are reviewed regularly.

Over the last 6 years, the College has focused its attention on salary increases to ensure gender parity and to fund the achievement of teaching qualifications where new staff with strong vocational skills and experience, but no teaching qualifications have been appointed.

The College has a limited budget each year to assign to reward and salary increases. Over the last 4 years, the priorities have been maintaining National Living Wage rises, rewarding teaching and assessing qualifications.

The actions which the College took over the last year to address the Gender Pay Gap from the March 2017 data were:

1. Review the areas where pay differences have been identified.

This has been done. Changes have been made where this has been considered necessary, within the annual salary review process which took effect from 1 August 2018. Salary increases were made to 14 staff, 11 of them women (deliberately). Of these, only one was made as a direct consequence of an identified Gender Pay Gap. These changes will not impact on the GPG statistics until the March 2019 snapshot, due to be published in March 2020.

A number of the instances identified within the report that have been considered to be defensible, in relation to qualification levels, previous experience and 'hard to fill' subject specialisms and therefore salary increases to females in these areas have not been made.

2. Review its salary scales.

This has been done. Changes were made to the titles and descriptors but it was not deemed a priority to make changes to the salaries during this academic year, beyond the 1.5% cross-College salary increase which was awarded from 1 January 2018. This will be reviewed again during this academic year.

3. Review the salaries of any staff who are paid off-scale.

This applied to 5 staff. This has been reviewed; any movement to a scale would result in a further salary increase and therefore no changes have been made on the grounds of financial affordability. This means that 'off scale' salaries will continue to emerge as a finding in any GPG data until either funding increases are available or staff in this category

either gain promotion or choose to leave. All staff appointments for the 18/19 academic year have been made on-scale with a commitment to continue this unless in exceptional circumstances due to financial affordability.

4. Review its pay related policies.

This has been done. No significant changes were deemed necessary and the salary review process took place in July 2018.

5. Review its approach to maternity and paternity pay.

This has been done. The College pays an enhanced (contractual) rate for maternity pay but only the statutory minimum for paternity pay. Staff therefore take paid annual leave. This could be considered indirect sex discrimination as the College treats male employees less favourably than females (as a result of a process). This is common in Colleges and in general. It has been determined that the case law for this will be kept under active review before any changes are made.

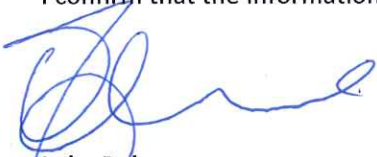
In addition, since the publication of the first Gender Pay Gap, to date there have been more female staff than male staff who have received an internal promotion, or given additional responsibilities with an associated salary increase – 30 females to 13 males.

Action to address the College's Gender Pay Gap

Over the following year, the College plans to:

1. Review the areas where pay differences have been identified.
2. Review its salary scales.
3. Provide more continuing professional development to increase opportunities for internal promotion, with a focus on 'aspiring managers'.
4. Run the data for the GPG snapshot date of 31 March 2019 earlier in the year to identify and seek to rectify concerns at an earlier stage.

I confirm that the information in this statement is correct.



Luke Rake
Principal and Chief Executive
27 March 2019

