



Gender Pay Gap Commentary for Kingston Maurward College – 31 March 2020 Snapshot

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 October 2021. The period covered by the report is of a snapshot of the data taken on 31 March 2020.

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 2021 are as follows:

1. Mean gender pay gap of **16.9%** (in favour of men).

This is a reduction on the last reported gap (2018) which was 19.5% in favour of men.

This is an increase on the previous year's gap (2019, unreported due to Covid-19 pandemic) which was 7.7% in favour of men.

When calculating average salaries the range of data from top to bottom impacts on how high or low the average comes out. In 2019 there was a wide range for women, with a very high rate for a female Contractor; this was higher than the rate for men at the top end, which brought the average gap down to 7.7. The gap for this year is in line with the College salary range given that the highest salaries relate to the Principal and Deputy who are both male. There was no third Senior Postholder in place during the reporting period; over the previous reporting period the Senior Postholder team have been comprised of both male and female staff.

2. Median gender pay gap of **25.3%** (in favour of men).

This is a reduction on the last reported gap (2018) which was 26.2% in favour of men.

This is also a reduction on the previous year's gap (2019, unreported due to Covid-19 pandemic) which was 27.3% in favour of men.

This is within the overarching expected range.

3. **No difference** in mean bonus pay.

This is unchanged from all our previous years' findings and demonstrates a fair balance of access between the genders.

4. **No difference** in median bonus pay.

This is unchanged from all our previous years' findings and demonstrates a fair balance of access between the genders.

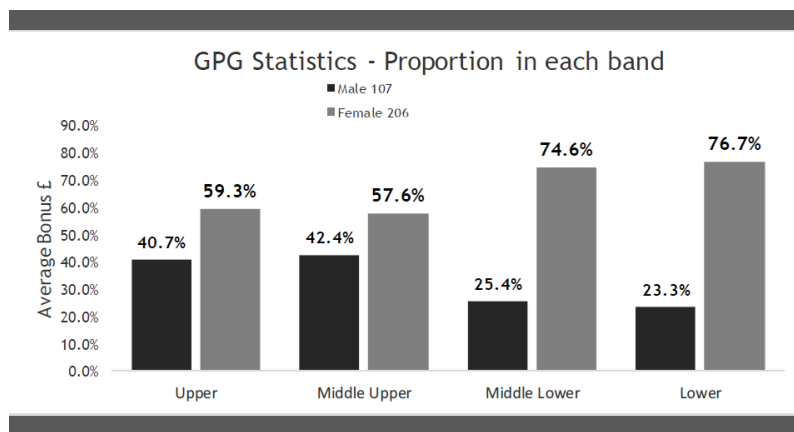
5. **4.9% of women** and **4.7% of men** were in receipt of a bonus

This is similar to the previous reported findings in 2018 (6% and 3% respectively)

It is also similar to the previous year's findings (2019, unreported due to Covid-19 pandemic) of 4.3 women and 5.6% of men.

It 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.



Over the last two years, the percentage of males in the top two quartiles has remained steady, with a consistent increase in the percentage of females in the top quartile. This is a positive result and continues to demonstrate gradual movement through the salary scales for females, which has been a deliberate approach by the College. The percentage of both genders have increased in the middle lower quartile. Within the lower quartile, the percentage of both genders remains similar to last year (25.6% for males and 74.4% for females). This quartile represents the impact the annual increases to the National Living Wage has on the College's salaries and the reduction in differentials between these salaries and what were historically 'higher'/'reasonable' salaries for the majority of female staff. It also reflects the fact that the majority of College staff are female (64%). 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 2020, the College employed 64% women and 36% men – this reflects the education sector demographics as well as the College's student population. This percentage is largely unchanged over the last 5 years.

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 6 years, the priorities have been maintaining National Living Wage rises, rewarding teaching and assessing qualifications and seeking to reflect excellence and provide promotions.

The actions which the College has taken over the last two years to address previously identified gender pay gaps data were:

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

This has been done. Pay differences mostly related to a lack of qualifications, salary differences due to age (and continually being addressed through the statutory NMW/NLW increases) and the delivery of specialist (hard to recruit) areas.

Changes have been made where this has been considered necessary, within the annual salary review process which takes effect from 1 August. In the GPG review period to March 2019, salary increases were made to 17 staff, 15 of them women. In the GPG review period to March 2020, salary increases were made to 10 staff, all of them women. In the GPG review period to March 2021, salary increases were made to 13 staff, 10 of them women. Increases relate to achievement of qualifications, increased responsibility levels, specialist skills and outstanding performance.

2. Review its salary scales.

It was not deemed a priority to make changes to the salaries in 18/19, beyond the 1.5% cross-College salary increase which was awarded to all staff **except** the Principal & Chief Executive from 1 January 2019. Given the Principal & Chief Executive's gender, his decision not to accept a pay award should further reduce the College's Gender Pay Gap over time. The Covid-19 pandemic has further changed priorities.

3. Provide more continuing professional development to increase opportunities for internal promotion, with a focus on 'aspiring managers'.

This has been done. A programme of management training specifically for aspiring managers has been led by the existing SMT since 2018 (postponed for part of the 19/20 year due to Covid lockdown). A total of 44 staff have attended, 75% of whom are female. 70% of the attendees in total and 56% of females have already been promoted, had a salary increase, moved sideways, taken on additional responsibilities or been identified as having potential for future promotion.

In addition, since the publication of the first Gender Pay Gap, to the reporting period there have been more female staff than male staff who have received an internal promotion, or given additional responsibilities with an associated salary increase (51% to 18% of reasons for salary increases). This is a gradual, year-on-year increase and reflects the size of the organisation.

Promotions in general have included movement to Heads of Department and Deputy Heads of Department positions with increased responsibilities for female staff, a seconded role moving to a permanent role at Assistant Principal level, promotions to Supervisor or Managerial roles and promotions from Apprenticeships to full-time roles.

Additional training opportunities have been offered to all staff through a variety of online platforms covering a range of job-specific and general interest courses. The Covid-19 pandemic has also resulted in staff upskilling across a range of areas.

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.

This was not a priority for action given the Covid-19 pandemic.

Action to address the College's Gender Pay Gap 2019-20

The main areas for focus will be:

1. To review the arrangements for staff paid on a contractor basis.
2. Continuing the Aspiring Managers programme for staff who have not previously attended.

I confirm that the information in this statement is correct.

A handwritten signature in black ink, appearing to read 'Luke Rake', with a stylized, cursive script.

Luke Rake
Principal and Chief Executive
11 October 2021