



Gender Pay Gap Commentary for Kingston Maurward College – 31 March 2023 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 March 2024. The period covered by the report is of a snapshot of the data taken on 31 March 2023.

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 2023 are as follows:

1. Mean gender pay gap of **9.2%** (in favour of men).
This is an increase (0.9%) on last year's gap (31 March 2022 snapshot) which was **8.3%** (in favour of men).

The highest salaries in the College relate to the Senior Postholders who, for this reporting period were 2 males. The overall number of staff remain similar to the previous reporting period, with an increase of 20 females and a reduction of 2 males. The mean hourly rate for both genders has increased from the previous reporting period.

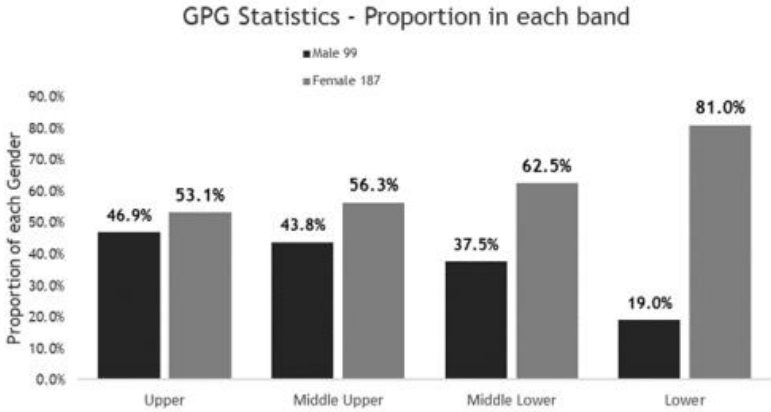
2. Median gender pay gap of 17.2 (in favour of men).
This is an increase (3.7%) on last year's gap **which was 13.5%** (in favour of men).

This is the first year that this gap has increased since the gender pay gap reporting started. It is above the national median of 14.3% but is well below the median for educational institutions of 21.3%. The College has found its gender pay gap significantly impacted by the need to provide market pay supplements in traditionally male-dominated subjects. These have also been provided to females, but as they have been less experienced in either their subject specialism and/or teaching, the supplements for them have been lower. Overtime during the summer of 2022 has also had an impact as highly paid male staff were required to work significant additional hours to accommodate the combination of catering for the backlog of weddings booked pre-Covid and the College's inability to recruit kitchen and commercial staff.

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.
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5. **1.6%** of women and **3%** of men were in receipt of a bonus

This is an increase on last year’s findings for bonuses awarded to women (previously **3.6%**) and an increase bonuses awarded to men (previously **2%**). It relates to ‘staff member of the month’ awards available to all staff who do not hold a management post.

Proportion of males and females in each quartile band – see chart below.



Within the Upper quartile there is an increase (8.7%) in the proportion of males but a reduction (7.9%) in the proportion of females. This quartile is influenced by the inclusion of contractors. Over the last 5 years, there has been a consistent reduction in the gap between males and females in this quartile; this year shows the largest reduction since the start of GPG reporting. 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 over this period.

Within the Middle Upper quartile, there is a reduction in the proportion of males and an increase in the proportion of females. This quartile is also influenced by the inclusion of contractors. As above, this also continues to demonstrate gradual movement through the salary scales for females. This band contains both part- and fully-qualified teachers as well as ‘specialist/qualified’ non-teaching staff.

There is a 6.2% reduction in the proportion of females in the Middle Lower quartile which continues to demonstrate gradual movement through the salary scales for females. This is the start of salaries for ‘specialist/qualified’ non-teaching staff salaries and unqualified teachers.

There is a reduction of 2.6% in the proportion of females in the Lower quartile. As last year, this is where the majority of roles at the College now sit and it continues to demonstrate the impact which the annual increases to the National Living Wage has on the College’s salaries. This is the first year that National Living Wage has impacted on salaries for Instructing staff. There is a 5.2% reduction in the gap between males and females in this quartile from the previous year.

These figures have been calculated using the standard methodologies used in the Equality Act (Gender Pay Gap Information) Regulations 2017.

Background:

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. However, the size of the annual increases to the National Living Wage continue

to impact this as the majority of roles within the College are now paid at NLW or just above it. Increasingly over the last 5 years, the gap between men and women at the top salary levels has reduced as demonstrated within the published salary quartiles. This evidences specifically the work the College has done to ensure that higher-level roles and promotions are being secured by females.

At 31 March 2023, the College employed 66% women and 34% men – this reflects the education sector demographics as well as the College's student population. This percentage is largely unchanged over the last 9 years.

The 2024 Modern Families Index Report suggests that while 42% of staff want higher wages, 32% of staff want flexibility and a job that gives them better childcare support. 67% of working parents had to take a day or more off for childcare at short notice and 35% needed 5 days or more. Staff with caring responsibilities are well served at the College with options including flexible working patterns, part time and term time contracts. The first 5 days of any absence are paid; this is particularly supportive for parents and carers. 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 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 used where the job market dictates the need to do so and these are reviewed regularly. Over the last two years, the College has seen a significant increase in the need to offer these, and this continues to impact on the gender pay gap in favour of men.

Actions already taken:

The College continues to focus 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 salary increases. The priorities continue to reflect those funded over the last 9 years - maintaining National Living Wage rises, rewarding teaching and assessing qualifications and seeking to reflect excellence and provide promotions. Salary increases identified through the annual Salary Review process during the previous year's reporting period were paid during this year's GPG reporting period. This focused on increasing the parity of College salaries with commercial salaries in an attempt to increase the ever-shrinking differentials with NLW and 80% of increases made were to female staff.

Since the publication of the first Gender Pay Gap, to the reporting period there has been a consistent pattern of more female staff than male staff receiving internal promotion, or given additional responsibilities with an associated salary increase (**70% female to 30% male within this reporting period, which in itself is an increase in the percentage difference from last year**). This is a gradual, year-on-year increase and reflects the size of the organisation. It refutes the suggestion that, due to the higher percentage of females in the lower quartiles, men are more likely to be promoted, or appointed, to higher-paid roles. Within this year specifically, 20% of females have received promotions in comparison to 11% of males.

The amount of internal promotion for this reporting period has increased in comparison to previous years, across both genders and across all staff types. Examples include promotion to management posts, Deputy roles, Teaching Assistants moving into Teaching positions, increased responsibilities for existing teams.

Action to address the College's Gender Pay Gap 2022-23

The main areas for focus will be:

1. Continuing the review of salary scales against external or commercial salary rates where practicable and affordable.
2. Continuing to identify opportunities for internal promotion.
3. Continuing to monitor promotion and progression opportunities awarded to female staff.
4. To review the areas identified within this Gender Pay Gap report as having significant total pay gaps by gender and take action where needed.

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
7 March 2023