



## Gender Pay Gap Commentary for Kingston Maurward College – 31 March 2021 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 31 March 2022. The period covered by the report is of a snapshot of the data taken on 31 March 2021.

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 **15.3%**

This is an increase on last year's gap (31 March 2020 snapshot) which was **10.7%** (in favour of men; but inaccurately recorded as 16.9% in favour of men).

The gap for this year is in line with the College salary range given that the highest salaries relate to the Senior Postholders who, for this reporting period were a ratio of 2 males to 1 female. Following a restructuring process in 2020, the number of staff have reduced. In addition, the number of males have reduced since the previous year.

2. Median gender pay gap of **17.4%** (in favour of men).

This is a reduction on last year's gap **which was 25.3%** (in favour of men).

Whilst this figure is higher than the UK national average, which for 2021 is 15.4%, this gap has continued to reduce, year on year. It is within the overarching expected range and shows an encouraging direction of travel.

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.

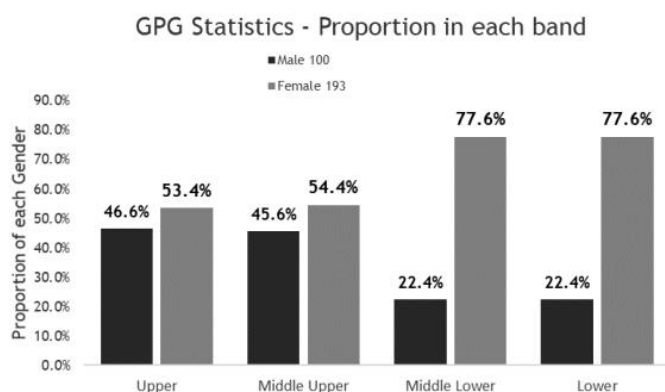
This is unchanged from all our previous years' findings and demonstrates a fair balance of access between the genders.

5. **3.6%** of women and **2%** of men were in receipt of a bonus

This is a reduction on last year's findings (**4.9% of women** and **4.7% of men**) and reflects the impact that Covid-19 has had on the business of the College.

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 three years, the percentage of males in the top two quartiles has remained steady, with a consistent reduction in the differences between males and females in the top two quartiles. 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 lower two quartiles, the percentage of both genders remains similar to last year. The percentages in both quartiles also reflects the fact that the majority of College staff are female (65.9% - this has been the case within the College for at least the last 6 years, and mirrors the national picture within FE Colleges).

The lowest two quartiles 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. 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. Increasingly over the last 3 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 are being secured by females.

At 31 March 2020, the College employed 65.9% women and 34.1% men – this reflects the education sector demographics as well as the College's student population. This percentage is largely unchanged over the last 7 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.

#### **Actions already taken:**

Over the last 7 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 salary increases. Over the last 7 years, the priorities have been maintaining National Living Wage rises, rewarding teaching and assessing qualifications and seeking to reflect excellence and provide promotions. These continue to be the priority areas for action to address any salary imbalances, alongside upskilling staff through a variety of training opportunities.

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 (**64.5% female to 34.5% male within this reporting period**). 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, more attention has been given to seeking to align salary rates with external or commercial salary rates.

#### **Action to address the College's Gender Pay Gap 2020-21**

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 the Aspiring Managers training programme for staff who have not previously attended (more detail was provided within the Summary to the Gender Pay Gap for the snapshot 31 March 2020).
3. To review the salary scales identified within this Gender Pay Gap report as having significant total pay gaps by gender and take action where needed.
4. To review the job titles identified within this Gender Pay Gap report as having significant total pay gaps by gender and take action where needed.
5. To review allowances and other payments, as identified within this Gender Pay Gap to analyse the reasons for any suggested favouritism of one gender over another

I confirm that the information in this statement is correct.



**Luke Rake**  
**Principal and Chief Executive**  
**31 March 2022**