



Gender Pay Gap Commentary for Kingston Maurward College – 31 March 2022 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 2023. The period covered by the report is of a snapshot of the data taken on 31 March 2022.

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 2022 are as follows:

1. Mean gender pay gap of **8.3%**

This is a significant reduction (7%) on last year's gap (31 March 2021 snapshot) which was **15.3%** (in favour of men).

The gap for this year remains 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. The overall number of staff remain similar to the previous reporting period, with an increase of 14 females and a reduction of 3 males. It is pleasing to note that there is a reduction in the mean hourly rate for males and an increase for females.

2. Median gender pay gap of **13.5%** (in favour of men).

This is also a reduction on last year's gap **which was 17.4%** (in favour of men).

This gap has continued to reduce year on year.

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.

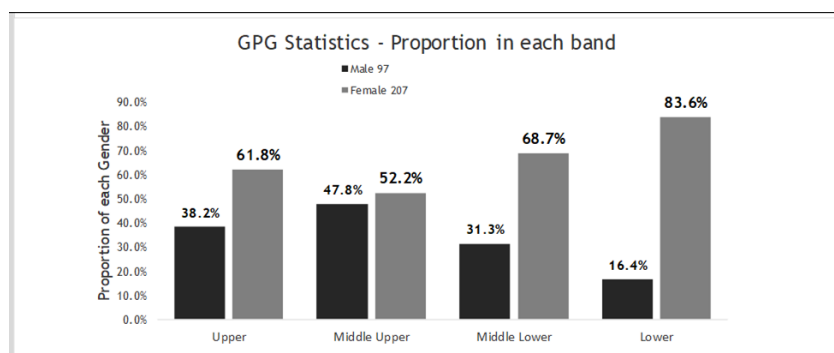
4. **No difference** in median bonus pay.

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

5. **0.5%** of women and **3.1%** of men were in receipt of a bonus

This is a reduction for the second year in a row on last year's findings (**3.6% of women** and **2% of men**) and reflects the continuing impact that Covid-19 has had on the normal 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.



Within the Upper quartile there is an 8.4% reduction in the proportion of males and an 8.4% increase in the proportion of females. Over the last 4 years, there has been a consistent reduction in the differences 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 an equal increase in the proportion of males and reduction in proportion of females. However, the gap between the genders has reduced and is now the smallest since start of GPG reporting. This year this is the area of 'specialist/qualified' non-teaching staff salaries and partly- or qualified teachers

There is an almost 10% reduction in the proportion of females in the Middle Lower quartile. This is the start of salaries for 'specialist/qualified' non-teaching staff salaries and unqualified teachers.

There is an increase of 7% in the proportion of females in the Lower quartile. This reflects the fact that this is where the majority of roles at the College now sit. This represents the impact the annual increases to the National Living Wage has on the College's salaries. The College's inability to fund salary increases at the higher levels means a continuing reduction in differentials between what were historically 'higher'/'reasonable' salaries for the majority of female staff and roles at the National Living Wage. This increases difficulties in recruiting and retaining suitably skilled and experienced staff.

The percentages of both genders in both lower two quartiles reflects the fact that the majority of College staff are female (60% - this has been the case within the College for at least the last 7 years, and mirrors the national picture within FE Colleges).

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 are starting to impact this as the majority of roles within the College are now paid at NLW or just above it. Increasingly over the last 4 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 2021, the College employed 68% women and 32% men – this reflects the education sector demographics as well as the College's student population. This percentage is largely unchanged over the last 8 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 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 8 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 8 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. During this reporting period, as a result of financial difficulties, staff identified through the annual Salary Review process did not receive an increase until it was deemed affordable. (This means that payments were not made until well into the following year's GPG period). The limited number of staff paid during this reporting were due to inequalities in either gender or job role. This reduced ability to fund increases has had a negative impact on the increases in salaries for female staff in comparison to previous years - changed now to 60/40% from the previously 75/35%. Within a small number of teams, there has been some attempt to improve salary levels in comparison to external comparators.

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 (**60% female to 40% 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, promotions by gender have been 50%/50%, and an additional 28.5% of increases have been as a result of female staff taking on new roles or additional responsibilities, compared to 19% of males.

This year there has been considerable internal promotion, 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 2021-22

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
28 March 2023