

## **Gender Pay Gap Statutory Reporting**

### **1. Introduction**

The College has a legal duty to report information relating to gender pay differences by 30 March 2019. This duty applies to all employers with a workforce of 250 or more employees.

The Isle of Wight College is committed to the principle of equality of opportunity and equal treatment of all employees and job applicants, regardless of their gender, race, disability, age, religion or belief, marriage or civil partnership, pregnancy, sexual orientation, gender reassignment.

Under the Equality Act 2010, men and women must receive equal pay for the same work, or work of equal value. The College is proud of the gender diversity of its workforce. 62.6% of employees are female and females account for the majority of staff in each of the four pay quartiles. The College can confirm that all male and female staff are paid the same rates of pay for the same job roles. For example, a male and female staff member who are both Lecturers in Hairdressing or Learning Support Assistants or Administrators, will be paid the same pay grade.

### **2. Ensuring equal pay arrangements at The Isle of Wight College**

The College recognises and is vigilant in ensuring that both males and females have equal access to roles at the College. To ensure this the College adopts the following measures:

- Anonymised shortlisting for interview for recruitment.
- A Family Policy and Flexible Working Policy which are designed to support and encourage applicants who have responsibilities for family and other dependents. For example, we offer a range of part-time and term time only contracts which provide flexibility around school hours.
- We proactively promote our Family Policy including Shared Parental Leave arrangements, which enables female staff to share maternity leave with their partner.
- Ensuring pay rates are competitive and reflective of pay for similar roles in other organisations. For example, in 2017/18 we increased pay rates for Learning Support and similar roles and introduced a wider range of term time only contracts to attract high quality candidates and to ensure we remain competitive. This has directly benefited female staff in the bottom quartile of pay rates.
- Recruitment of new staff in 2017/18 was 59% female: 41% male.

- Of internal promotion secured by existing employees in 2017/18, 58% were female and 42% male.

To prevent unequal pay, the College, in line with many other large organisations, has a Pay Framework in place. This is agreed by the Corporation, in consultation with trade union representatives and reflects national pay scales for further education. The Pay Framework:

- Utilises objective pay grades to establish particular salaries for particular types of role (e.g. Lecturer, Administrator). These pay rates are applied to the role regardless of the individual and their gender or any other personal equality characteristics, as defined by the Equality Act 2010.
- Evaluates job roles and determines pay grades using an objective evaluation process which has been agreed with and involves trade union representatives.
- Includes a pre-determined and objective mechanism for agreeing the limited use of market supplements where the College is unable to recruit to specific posts due to market pressures on salaries. For example, there is a UK wide shortage of suitably qualified engineering professionals, both for general industry and the education sector.

### 3. Overview of the Gender Pay Gap Requirement

#### What are employers required to publish?

The College is required to publish the following data based on the payroll of employees as of 31 March 2018.

- **Mean average difference** - between the average hourly rate of pay that male and female employees receive (calculation = total of all hourly pay rates divided by number of individuals in each gender).
- **Median average difference** – between the hourly rate of pay that male and female employees receive (calculation = difference between the hourly pay at the 50<sup>th</sup> percentile for male and female employees).
- **Quartiles** – the percentage of males and females in each quartile of the employer’s payroll based on employees’ individual hourly pay rates.
- **Bonus Payments** – the level of bonus payments above regular salary awarded by gender and the mean and median difference between the amount of bonus for male/female employees (regular salary includes market supplements, overtime, shift payments etc.). The College does not currently have any bonus payments for employees and therefore this will not be reported.

#### The Isle of Wight College’s Gender Pay Reporting

On the 31 March 2018 the College had 402 employees carrying out a total of 480 separate job roles. This reflects the fact that a number of employees hold two or more contracts (for

example, learning support assistant and sessional lecturer). 62.6% of the total number of employees are female.

The data which is reported on gender pay gap reporting website is as follows:

- Female hourly pay rates are:
  - 8.9% lower - mean average
  - 16.2% lower - median average
  
- How many men and women are in each quartile of the employer’s payroll in terms of hourly pay rates:

	<b>Male</b>	<b>Female</b>
<b>Top Quartile</b>	43.6%	56.4%
<b>Upper Middle Quartile</b>	41.4%	58.6%
<b>Lower Middle Quartile</b>	33.4%	66.6%
<b>Lower Quartile</b>	20.5%	79.5%

### **Analysis of Gender Pay Gap**

- Both the mean and median pay gaps exist despite females accounting for the majority of staff in each of the four quartiles, however, the negative gap is due to the higher % of females in both the lower and lower middle quartile than the top and upper middle quartiles.
- An analysis of the increase in the median rate from 2017 to 2018 is related to the recruitment of staff, with 45% of new staff who joined during 2017/18 being in the lower quartile of pay and of this group 89% were female. Across the other three quartiles males accounted for 64% of new appointments. However, females still accounted for the majority of all appointments across all quartiles at 59%.
- The reason for these figures is due to the College undertaking a major recruitment drive for learning support assistants and 24 of the 27 new LSA employees recruited in 17/18 were female (which was in line with the ratio of applicants from males/females). This has had the effect of increasing the number of females in the lower quartile, which has impacted on the median score.
- The College encourages flexible working arrangements wherever possible and at all pay grades. However, the business requirements for learning and administrative support work is more likely to fit with part-time and term time only working arrangements. These roles in turn attract a higher proportion of female candidates which in part is due to the flexibility they provide in fitting with responsibilities for family or other dependents.

- Further analysis has also been undertaken regarding the decrease in females in the lower middle quartile from 75.0% to 66.6%. This is due to a net reduction in females in support roles during 2017/18, which is linked to the restructuring of a number of support services which had a high proportion of female employees. This was identified as part of the Equality Impact Assessments during each of the restructures and was monitored during the process.
- In addition, the majority of male recruitment to the College in 2017-2018 was also in the lower middle to upper middle quartile, which has led to a net increase in males in the lower middle quartile.

### **Further information**

For any queries about the College's Gender Pay reporting please contact Peter Thompson (Assistant Principal, Finance and Resources) at [peter.thompson@iwcollege.ac.uk](mailto:peter.thompson@iwcollege.ac.uk).



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