

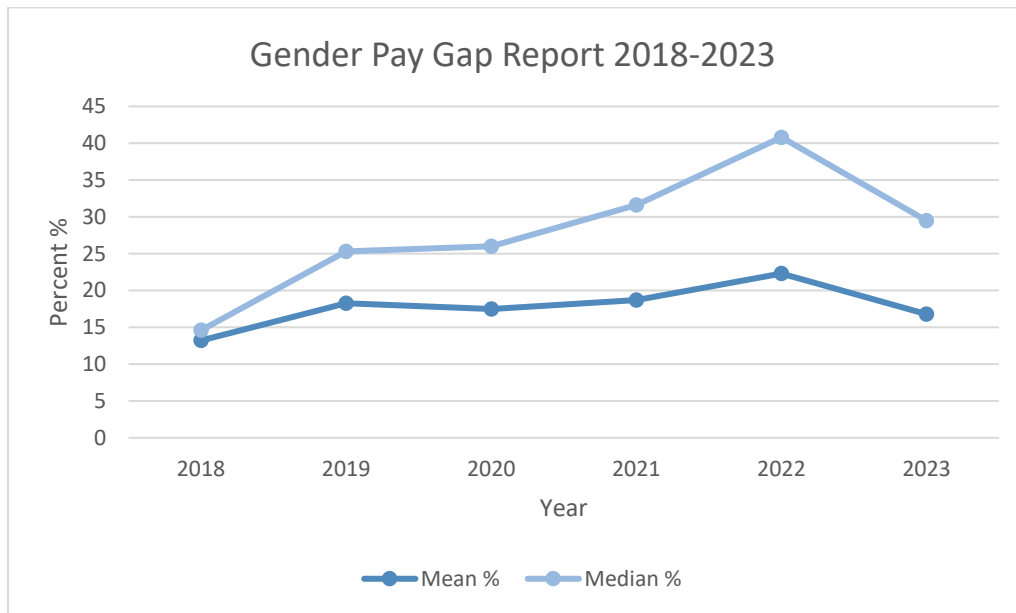
Gender Pay Gap Report - March 2023

There is a statutory requirement for employers with 250 or more employees to publish their Gender Pay Gap. This report has been prepared following government guidance, using the public sector snapshot date of 31st March 2023. The analysis includes calculating the mean, median and quartiles for each employee.

Summary of Results

Mean	Median	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
16.8%	29.5%	F 75.81%	F 72.13%	F 63.93%	F 57.38%
		M 24.19%	M 27.87%	M 36.07%	M 42.62%

The mean and median pay gap have both decreased this year compared to the previous year. This is a positive change in trend as displayed on the below chart.



A group of our support staff are eligible to receive a 'performance related' bonus payment called Support Staff Standards Payment (SSSP) under the SFCA terms and conditions of employment. Support Staff employed on a permanent or fixed term contract within one week of the start of the Spring Term will be eligible to apply for this bonus which is paid on satisfactory performance and attendance over the previous year. SSSP is pro-rated to annual hours.

Mean	Median	Bonus pay by gender
11.1%	28.3%	F 81.3%
		M 18.7%

The mean bonus pay gap has decreased this year by 6.62% and the median has increased slightly by 0.73% compared to last year.

Analysis

In comparison to the previous year the mean pay gap of 16.8% has decreased by 5.5% from 22.3% in 2022. The mean gender pay gap is £4.75 per hour. Last year the mean gender pay gap was £6.24 per hour meaning a decrease of £1.49 per hour. The mean gender pay gap is the lowest it has been since 2019.

The median pay gap of 29.5% has decreased by 11.3% from 40.8% last year. The median gender pay gap is now £9.61 per hour. Last year the median gender pay gap was £12.68 per hour meaning a decrease of £3.07 per hour.

The College has a higher percentage of females than males in general. There are 66.67% females compared to 33.33% being males. This is reflected across the four quartiles. The lower quartile contains the highest percentage of women which includes Support Staff roles who predominantly have term time only positions. These roles traditionally prove attractive to females who have primary care responsibilities for children. The lowest paid position is the Trainee Cleaner which this year are 80% male. The lower middle quartile is also female dominated but contains a mixture of roles including, Teaching, Support Staff Managers, Estates and Administration roles. The upper middle and upper quartile contain Heads of Subject, Directors and Senior Management roles. Employees within these quartiles reflect their qualifications, experience, or incremental increases due to long term employment. All staff are paid their salary from nationally agreed pay scales, there is one for Teaching and one for Support Staff roles.

In comparison to other local colleges Gender Pay Gap Reports it is important to note that they do not pay their own staff for cleaning and catering services, rather these are brought in from outside services. If we were to remove the cleaning and catering staff our results would be rather different:-

Mean	Median
22.2%	14.6%

It is worth noting that teachers are not eligible for SSSP which is offered for Support Staff only, and there are more female support staff, the bonus payment data shows a higher percentage of females receiving a bonus relative to males. However, of those staff eligible for a bonus male staff receive an average of a higher bonus as the bonus is prorated and more female staff work part time.

Closing the Gender Pay Gap at Collyer's

The college is confident that the gender pay gap does not stem from paying men and women differently for the same or equivalent work. It is more likely the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

The College is committed to maintaining equal opportunities and equal treatment for all employees. The College can demonstrate this through our Mission and Values statements, Equality and Diversity Policy and HR policies.

The College monitors applications and appointments to ensure there is no gender bias in recruitment, selection or career promotion. We report any trends in the annual Equality, Diversity, and Inclusion review. As an equal opportunities' employer, we firmly believe in appointing the best candidate into the role regardless of their gender or any other characteristics covered by the Equality Act. This remains our intention as stated in the College's Staff Recruitment Policy. The college has a Staff Welfare Statement which outlines the college's commitment to family friendly arrangements.

The College commits to further actions to close the gender pay gap

- Promote family friendly flexible working opportunities.
- Ensure equality and diversity is embedded in all study programmes and the tutorial programme, promoting equal opportunity and dispelling gender stereotypes.

Laura Foskett
Finance & Payroll Manager
1st November 2023