

Shaping Futures, Transforming Lives

Agenda item number:	12	Date of meeting:	25 th March 2024
Report to:	Corporation - Part 1		
Report title:	Gender Pay Gap		
Report by:	Executive Director of People and Culture		
Report presented by:	Executive Director of People and Culture		

Purpose of paper:	To present the Gender Pay Report 2024 to the Corporation.
Action required / recommendations:	For information
Summary of key points (3 or 4 bullet points only, linked to the Exec Summary below):	<p>The paper covers the following key points:</p> <ul style="list-style-type: none"> • Staff Profile 21/22 and 22/23 • Mean Gender Pay Gap Using Hourly Pay • Median Gender Pay Gap Using Hourly Pay • Percentage of Men and Women Receiving Non-Consolidated Pay Award • Mean Gender Pay Gap Using Non-Consolidated Pay Award • Median Gender Pay Gap Using Non-Consolidated Pay Award • Narrowing the Gender Pay Gap
Intent:	The College's continued long-term goal is to narrow its gender pay gap.
Implementation:	The College's has adopted several strategies to achieve this – detailed in the report.
Impact:	To ensure higher retention, reduced costs, improved morale and employee engagement, higher levels of innovation and productivity, effective skills utilisation.
Potential reputational risk impacts:	The potential risk for the College is that it could be perceived as less than fully committed to fair pay, promotion and development opportunities.
Appendices:	N/A

How does the paper relate to the College's cross-cutting strategic themes:		
<i>Cross cutting themes</i>	Y/N	Justification
<i>a. Sustainability and the environment</i>	<input type="checkbox"/>	
<i>b. Happiness and wellbeing</i>	<input checked="" type="checkbox"/>	
<i>c. Digital transformation</i>	<input type="checkbox"/>	
<i>d. Equality, diversity and inclusion</i>	<input checked="" type="checkbox"/>	

Gender Pay Gap Report 2024

1. Introduction

- 1.1 In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, all UK organisations employing 250 people, or more, are required to report on their gender pay gap.
- 1.2 These organisations are required to provide six different gender pay gap calculations at a specified point in time (known as a 'snapshot period'). This report is the gender pay gap report for Oaklands College for the snapshot period of 31st March 2023. We were hoping to expand the scope of this review however unfortunately, limitations within iTrent do not make this possible at this point.

2. Staff Profile

- 2.1 Oaklands College employed a total of 820 staff (excluding agency staff) (849 in 21/22).
- 2.2 527 employees (64.3%) are female, and 293 employees (35.7%) are male.
- 2.3 In 21/22 the split was 65.95% female and 34.05% male.

3. Percentage of Men and Women in Each Hourly Pay Quartile

3.1

Quartile	Female – 21/22	Female – 22/23	Male 21/22	Male – 22/23
Lower quartile	64.2%	71.7%	35.8%	28.3%
Lower middle quartile	63.7%	69.8%	36.3%	30.2%
Upper middle quartile	68.4%	60.0%	31.6%	40.0%
Upper quartile	67.6%	55.6%	32.4%	44.4%

4. Mean (average) Gender Pay Gap Using Hourly Pay

- 4.1 The mean hourly salary for males at the College is £17.94 per hour and the mean hourly salary for females is £16.33 per hour.
- 4.2 The College's mean gender pay gap is therefore 9.9%, reduced from 11.1%.

5. Median (middle) Gender Pay Gap Using Hourly Pay

- 5.1 The median hourly salary for males at the College is £15.74 per hour and the median hourly salary for females is £14.40 per hour.
- 5.2 The College's median gender pay gap is therefore 9.3%, decreased from 12.5%.

6. Percentage of Men and Women Receiving Non-Consolidated Pay Award

- 6.1 Although no bonuses were paid to staff in 22/23, 78.4% of female staff and 74.1% of male staff received a non-consolidated pay award.
- 6.2 In 21/22 we did not pay any bonuses or non-consolidated pay awards..

7. Mean (average) Gender Pay Gap Using Non-Consolidated Pay Award

- 7.1 The mean gender pay gap for non-consolidated payments in 22/23 was 22.3%.
- 7.2 Female staff at the college are predominantly part time or on zero-hour contracts. This results in pro rata payments being paid of the full time equivalent, hence the large differential. We have transferred a number of female staff from Bank to Permanent contracts this academic year.

8. Median (middle) Gender Pay Gap Using Non-Consolidated Pay Award

- 8.1 The median gender pay gap was 60.6%.
- 8.2 This can be explained by the fact that a vast majority of male staff are full time and attracted the full non-consolidated pay award value, hence this was the middle value figure.

9. Analysis of Results

- 9.1 In terms of the organisations staffing profile, the College continues to employ more female staff compared to male staff. This is an historical demographic with many posts, i.e. Student Support Assistant roles, still attractive to female staff, as they can allow for term time and zero hour working, which can accommodate family commitments.
- 9.2 The pay differential is also affected by the continued higher rate of males in the higher quartiles, with 65% on earnings more than 50K per annum.
- 9.3 The College's senior leadership team as of 5th April 2023 consisted of 3 females and 4 males.
- 9.4 Further analysis needs to be done on the higher number of females in the lower and lower middle pay quartiles, which would further close the overall gap. This will be something that will be reviewed as part of the iTrent Improvement Project.

10. Narrowing the Gender Pay Gap

- 10.1 The College's continued long-term goal is to narrow its gender pay gap and it has adopted several strategies to try and achieve this. These include:
 - The College has clear policies in place relating to the promotion of equality, diversity, and inclusion. This continues to be a strategic priority.
 - The College has a flexible working policy and a family friendly policy in place to support those who might have caring responsibilities.
 - The College's Human Resources Department ensures that all recruitment adverts are written free from gender bias language.
 - Sensitive information, such as an applicant's gender is removed from application forms before these are sent to managers for short-listing.
 - The College ensures that recruitment interview panels are diverse.

- There is an on-going exercise to re-evaluate lower paid staff ensuring their salaries are competitive in the current market. This should impact on future returns and further lessen the pay differential.
- Review best practice from other organisations on narrowing the gap.