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| Agenda item number | 12 | Date of meeting: | 17 th March 2025 |
| 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 | | |

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|---|---|
| Purpose of paper: | To present the Gender Pay Report 2025 to the Corporation. |
| Action required / recommendations: | For information |
| Executive summary of key points | <p>The paper covers the following key points:</p> <ul style="list-style-type: none"> • Staff Profile 22/23 and 23/24 • Mean Gender Pay Gap Using Hourly Pay • Median Gender Pay Gap Using Hourly Pay • Narrowing the Gender Pay Gap |
| Potential risk impacts: <ul style="list-style-type: none"> • Reputation • Legal & compliance • Finance • Strategic | 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 and attachments: | |
| Previously reviewed by and date: | |

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



Gender Pay Gap

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 2024. .

2. Staff Profile

- 2.1 Oaklands College employed a total of 828 staff (excluding agency staff) (820 in 22/23).
- 2.2 535 employees (64.6%) are female, and 293 employees (35.4%) are male.
- 2.3 In 22/23 the split was 64.3% female and 35.7% male.

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

3.1

| Quartile | Female – 22/23 | Female – 23/24 | Male 22/23 | Male – 23/24 |
|-----------------------|----------------|----------------|------------|--------------|
| Lower quartile | 71.7% | 69.6% | 28.3% | 30.4% |
| Lower middle quartile | 69.8% | 73.4% | 30.2% | 26.6% |
| Upper middle quartile | 60.0% | 60.9% | 40.0% | 39.1% |
| Upper quartile | 55.6% | 54.6% | 44.4% | 45.4% |

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

- 4.1 The mean hourly salary for males at the College is £19.05 per hour and the mean hourly salary for females is £17.41 per hour.
- 4.2 The College's mean gender pay gap is therefore **9.4%**, reduced from 9.9%.

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

- 5.1 The median hourly salary for males at the College is £16.88 per hour and the median hourly salary for females is £14.90 per hour.
- 5.2 The College's median gender pay gap is therefore **13.4%**, increased from 9.3%. This increase is caused by additional male staff being paid above the median average figure.



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

6.1 These payments were not paid to staff in the year 2023/24 so no comparison can be made.

7. Analysis of Results

7.1 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. Teaching Assistant roles, still attractive to female staff, as they can allow for term time and zero hour working, which can accommodate family commitments.

7.2 The pay differential is also affected by the continued higher rate of males in the higher quartiles.

7.3 The College's senior leadership team as of 5th April 2024 consisted of 4 females and 3 males.

7.4 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 is something that will be reviewed as part of the iTrent Improvement Project, which is still ongoing.

8. Narrowing the Gender Pay Gap

8.1 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.