



Hills Road Sixth Form College Cambridge

Gender Pay Gap reporting

1. Context

- 1.1 Following the introduction of the Gender Pay Gap Information Regulations 2017 employers with 250 or more employees must publish specific figures about their gender pay gap on their own website and on the government's on-line reporting service. This is a legal requirement.
- 1.2 The pay data is collected at a snapshot date a year before the reporting deadline. For public sector organisations this is 31st March 2017.
- 1.3 The gender pay gap shows the difference between the average (mean and median) earnings of men and women which is expressed as a percentage of men's earnings. Earnings are translated into hourly rates for this purpose.
- 1.4 The office for National Statistics reported that mothers were still providing 74% of total childcare in 2015.
Source: ONS (2016) Changes in the value and division of unpaid care work in the UK: 2000 to 2015
and
The Institute for Fiscal Studies reported that 'there is on average a pay gap of over 10% even before the arrival of the first child. But this gap is fairly stable until the child arrives and is small relative to what follows: there is then a gradual but continual rise in the wage gap and by the time the first child is aged 12, women's hourly wages are a third below men's.'
Source: IFS (2016) The Gender Wage Gap
- 1.5 It is expected that the greater transparency that will come about by reporting gender pay gaps will increase the likelihood that action will be taken to improve the situation.
- 1.6 The gender pay gap is different to equal pay which is the pay difference between men and women who carry out the same or similar jobs or jobs of equal value.

2. Methodology

- 2.1 The Government has produced through acas, detailed guidance on what the gender pay gap is and how to report on it to comply with the legislation.
- 2.2 All employees, (plus some other groups of workers not relevant to the College) come within the scope of the regulations. Each full and part time worker counts as one employee for gender pay reporting. The obligation to report and the calculations are based on the number of individual employees.
- 2.3 The calculations do not require the reporting to be for groups of workers, e.g. teachers as separate to support staff. For the purposes of reporting they are all grouped together. Employers can, if they feel it will be helpful, provide an accompanying narrative.

2.4 Employers must follow the rules in the regulations to calculate the following information:

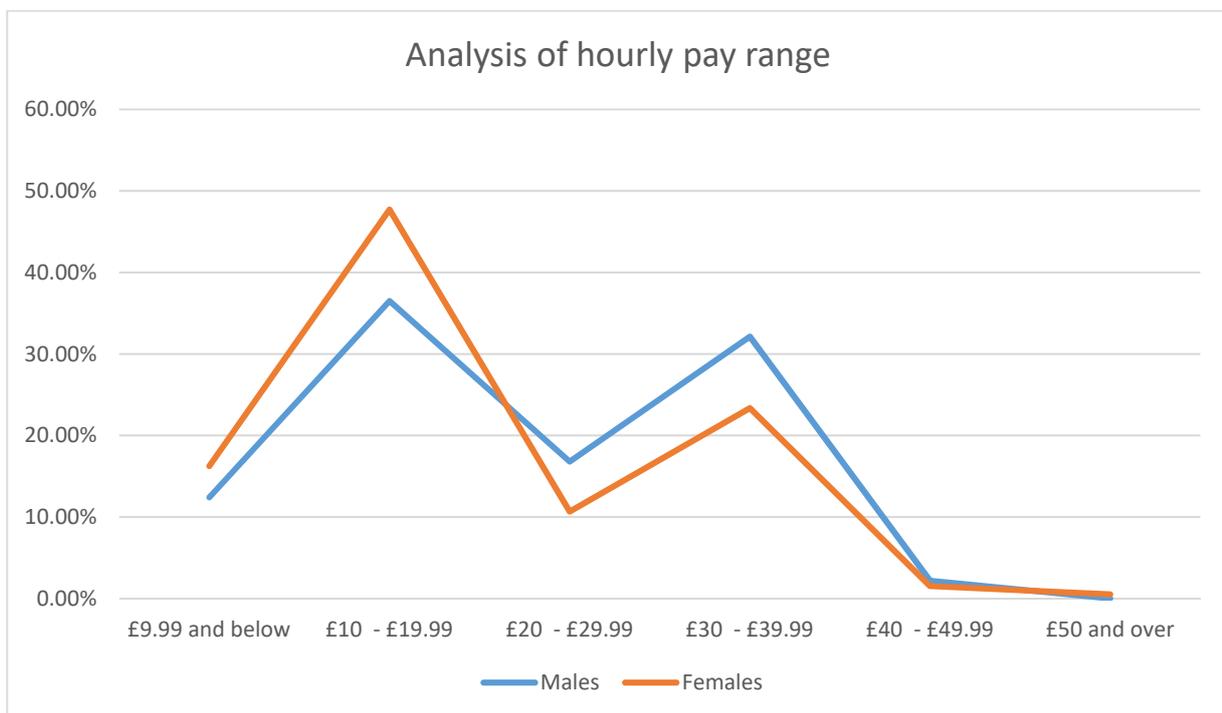
- mean gender pay gap
- median gender pay gap
- mean bonus gender pay gap (not relevant at the 2017 snapshot date for the College)
- median bonus gender pay gap (not relevant at the 2017 snapshot date for the College)
- proportion of males receiving a bonus payment (not relevant for the College)
- proportion of females receiving a bonus payment (not relevant for the College)
- proportion of males and females in each quartile band
- a written statement authorised by a senior person which confirms the accuracy of the calculations

2.5 The regulations also require reporting on Bonus Pay. No bonuses have been paid to College employees.

2.6 The College has used the acas guidance to ensure that its calculations are consistent with the requirements in the regulations. On the snapshot day the College had 334 employees that counted as full pay relevant employees. This covers teachers, support staff, adult education tutors, instructors, instrumental tutors and others paid that month, for example invigilators and life drawing models.

3 Gender Pay Gap

3.1 Mean Pay



Range	Males No	Males %	Females No	Females %
£9.99 and below	17	12.41%	32	16.24%
£10 - £19.99	50	36.50%	94	47.72%
£20 - £29.99	23	16.79%	21	10.66%
£30 - £39.99	45	32.12%	45	23.35%
£40 - £49.99	3	2.19%	3	1.52%
£50 and over	0	0.00%	1	0.51%
	138	100.00%	196	100.00%

The mean gender pay gap is the difference between the:

- Mean (average) gross hourly pay of female employees (taken as a single group); and
- Mean (average) gross hourly pay of male employees (taken as a single group).

Female	Male	Difference %	Comments/narrative
£20.25	£22.49	11.0%	<p>Comment:</p> <p>On the snapshot date there were 138 males and 196 females employed. There is a higher proportion of females (64%) with an hourly rate of £19.99 and below compared to males (49%). In the mid-range, with an hourly rate £20 to £39.99 there is a higher proportion of males (49%) compared to females (34%), although the number of employees in this range is similar. At £40.00 and above the proportion is equal at 2%. There is a higher incidence of female employees amongst the adult tutors and support staff. Most of these fall in the £19.99 and below range. Many of the teaching staff fall into the mid-range at £20 to £39.99 and of these employees there is a higher proportion of males compared to females in some of the higher paid teaching roles. At the top range the proportion of males and females is similar.</p> <p>The majority of the teaching staff are paid at higher annual salaries than support staff and are employed on contracts with annualised hours of 1265 compared to support staff and principalship contracts of 1924 which has an impact on the outcome of the calculations for hourly rates.</p> <p>The age profile of college staff is towards older workers, many of whom have reached the top of their incremental scale. The 11% difference therefore compares favourably with the Institute for Fiscal Studies Report that 'by the time the first child is aged 12, women's hourly wages are a third below men's' (<i>IFS (2016) The Gender Wage Gap</i>).</p> <p>Action:</p> <p>The College is working to close the gender pay gap between females and males, in particular at certain levels of post within the teaching staff establishment. We are encouraging and have succeeded in increasing the promotion of female teaching staff to higher pay grade posts; actively presenting female staff with development opportunities and restructuring to provide opportunities for support staff progression into roles previously occupied by (male) teaching staff.</p>

3.2 Median Pay

The median gender pay gap is the difference between the:			
<ul style="list-style-type: none"> The mid-point (median) gross hourly pay of female employees (taken as a single group); and The mid-point (median) gross hourly pay of male employees (taken as a single group). 			
Female	Male	Difference %	Comments/narrative
£19.96	£20.00	0.2%	There are a number of employees clustered around the same hourly rate with marginal difference between male and female.

3.3 Pay Quartiles

The overall pay range is divided into quartiles:							
<ul style="list-style-type: none"> The number of men and women in each quartile; and The percentage of men and women in each quartile. 							
The gender split in each pay quartile:							
Highest hourly rates				Lowest			
1 st quartile		2 nd quartile		3 rd quartile		4 th quartile	
Female	Male	Female	Male	Female	Male	Female	Male
42	42	46	37	50	34	58	25
50.0%	50.0%	55.4%	44.6%	59.5%	40.5%	69.9%	30.1%
Comments/narrative							
The percentage of females is highest in all quartiles, albeit on a decreasing percentage until the top quartile where there is an equal percentage to males. The highest percentage of males is in the top quartile with the highest hourly rates. The female population has the highest percentage in the bottom quartile with the lowest hourly rates. The College attracts a high proportion of females due to the opportunity in many roles, including teaching, to work in term time and to benefit from school and college holidays.							