

Human Resources

Gender Pay Gap
Report

March 2019



Maximise Staff Potential and Performance

Integrity

We value professionalism, dedication, quality and excellence in our staff. We practice and promote respect, wellbeing and empowerment for the individual.

Gender Pay Gap

Gender Pay Gap legislation (developed by the Government Equalities Office) introduced in April 2017 requires all employers of 250 or more employees to publish their gender pay gap for workers in scope as of 31 March 2019.

The gender pay gap is the difference between the average hourly rate of pay of male and female employees (as set out in the regulations), expressed as a percentage of the hourly pay rate of the male employees.

The **Mean Pay Gap** is the difference between average hourly earnings of male and female colleagues.



The median represents the middle point of a population. If you separately lined up all the women and all the men in an organisation, the **Median Pay Gap** is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



The gender pay gap should not be confused with equal pay, as they are not the same. Equal pay is when men and women are paid the same for like work. The gender pay gap is the difference between the gross hourly earnings for both men and women across an organisation, irrespective of the gender profile at different levels of the organisation.

The figures provided in this report are based on the hourly rate of pay as at 31 March 2019 and bonuses (performance related pay) paid between April 2018 – March 2019.

Walsall College's approach to pay supports the fair treatment and reward of all staff irrespective of gender.

Workforce Profile



65.8%
of the College's
workforce are
female (556)



34.2%
of the College's
workforce are
male (289)

Walsall College's Gender Pay Gap

The College's overall mean gender pay gap is **14.9%**. The table below outlines the mean and median hourly pay difference between male and female employees.

	Mean	Median
Walsall College Hourly Pay	14.9%	20.6%
ONS UK Pay Gap	16.2%	17.3%
Education Sector	17.0%	25.4%

The College's gender pay gap has increased by 1.7% in comparison to last year's Gender Pay Gap Report, key changes in the data include the merger between Walsall College and Walsall Adult and Community College in April 2018. Whilst it is disappointing, the gap has increased it still remains lower than the National Average of 16.2 % and below average for the education sector, currently 17.0%. We are confident that male and female employees are paid equally for doing the same role at the College.

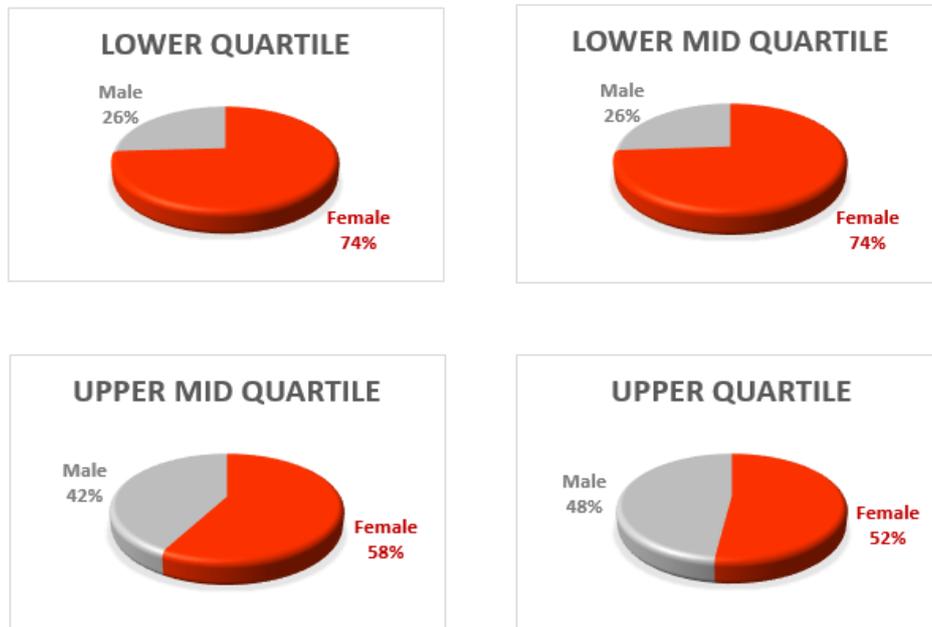
The median gender pay gap has decreased by 0.5% to 20.6%; however, it is higher than the median gender pay gap of 17.3%, as reported by the Office of National Statistics but, 4.8% lower than the average for the education sector, 25.4%.

Gender Split by Pay Quartiles

The charts below illustrates the gender distribution across Walsall College in four equally sized quartile pay bands.

This year, following the merger with Walsall Adult and Community College, the workforce profile for full pay relevant females has increased by 3.1%.

The percentage of females has increased in the lower (+4%), lower middle (+9%) and upper middle quartiles (+6%) in comparison to the previous year's report, but has remained the same for the upper quartile.



Bonus Pay Gap

The table below outlines the mean and median bonus pay difference between male and female employees. 2.3% of females and 0.7% of males received bonus pay between April 2018 – March 2019.

	Mean	Median
Bonus	35.7%	46.2%

Bonuses are paid in three areas of the College and refers to employees whose terms and conditions include performance related pay, which is based on key performance indicators being achieved. Each of the three areas are distinct and have indicators and levels of bonus achievements set relevant to their area. There are more females who receive performance related pay and there are only two males who receive bonus pay. The mean bonus pay gap reduced from 47.3% to 35.7% over the last 12 months and the median bonus pay gap reduced by 3.6% to 46.2%

Why We Have a Gender Pay Gap

In each quartile, females have the higher representation, which is reflective of 65.8% of the workforce being female. The Lower and Lower Middle Quartiles have the greatest representation of females, 74% (3% higher than last year); this is due to the high number of females who are in administrative and learning support roles, of which 83% of females within these quartiles work on a part time basis. This is significantly high when comparing against the overall workforce, as 38% work part time, this figure is 4% higher than the previous year. 15% of employees within the lower quartile are apprentices or students who are in paid employment at the college and receive the national minimum wage or apprenticeship minimum wage. Of these 15%, 81% are female.

The Upper Quartile gender split remains proportional (52% female), however due to the greater proportion of males being in more senior positions than females within the Senior Management Team a gender pay gap has been created, however pay received is reflective of those roles and responsibilities. When the Senior Management Team are excluded from the Upper Quartile for the mean gender pay gap hourly pay calculations, the mean gender pay gap is -0.9%. When the Executive Team are excluded from the Senior Management Team analysis, the mean gender pay gap is 2%.

What We Are Doing Well

Although there is a gender pay gap within Walsall College there are a number of positives, which can be taken from completing this exercise:

- The College's gender pay gap (14.9%) is less than the national benchmark (16.2%).
- According to the Office for National Statistics (ONS) the Education Sector's Mean Gender Pay Gap for hourly rate for 2019 was 17.0% and 25.4% for the Median Gender Pay Gap for hourly rate. Walsall College's Mean and Median Gender Pay Gap for hourly pay is less than both of these average rates.
- The mean pay gap has reduced within three of the four quartiles:

Quartile	2018 Mean Pay Gap	2019 Mean Pay Gap	2018 + 2019 Difference
Lower	0.7%	4.8%	+4.1%
Lower Middle	0.5%	-0.1%	-0.6%
Upper Middle	1.7%	1.4%	-0.3%
Upper	6.7%	5.1%	-1.6%

- The median pay gap has reduced within two of the four quartiles:

Lower	2.9%	8.4%	+5.5%
Lower Middle	-0.5%	-1.0%	-0.5%
Upper Middle	1.5%	5.1%	+3.6%
Upper	0.0%	-4.5%	-4.5%

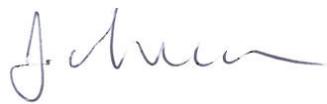
- The pay gap is isolated to the Executive Team within the Upper Quartile due to there being a higher proportion of males compared to females.
- Flexible working is a good thing, it provides a positive working environment and the College endeavours to support employees in achieving an appropriate work-life balance. Of all employed females 48.8% are employed on a part time basis compared to 22.5% for all employed males. The percentage of males who work part time has increased by 1.8%. 14% of flexible working requests in the 12 months to 31 March 2019 were from male employees, this is a positive change as there were no flexible working requests from male employees during the first year of gender pay gap reporting.

Action Plan and Updates

Walsall College is committed to reducing our gender pay gap each year and are looking at a variety of initiatives to achieve this. Our actions and an update on our progress are listed below:

Action	Update	Progress
1. To employ the best person for the job and offer competitive rates of pay to attract talent.		On-going
2. Promote the benefits of flexible working arrangements to men, which enable them to fulfil their caring responsibilities, such as shared parental leave and part time working hours.	14% of flexible working requests in the 12 months to 31 March 2019 were from male employees. No requests were made in the previous 12 months.	Progress made /on-going
3. Review pay of learning support roles which are predominantly female post holders and in the lower quartile.		

We confirm the information published above is accurate.



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Chief Executive and Principal



Deb Rajania
Director of Resources and Operations