

Human Resources

Gender Pay Gap
Report

March 2020



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 2020.

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 2020 and bonuses (performance related pay) paid between April 2019 – March 2020.

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

Workforce Profile



67.5%
of the College's
workforce are
female (590)



32.5%
of the College's
workforce are
male (284)

Walsall College's Gender Pay Gap

The College's overall mean gender pay gap is **13.7%**. The table below outlines the mean and median hourly pay difference between male and female employees.

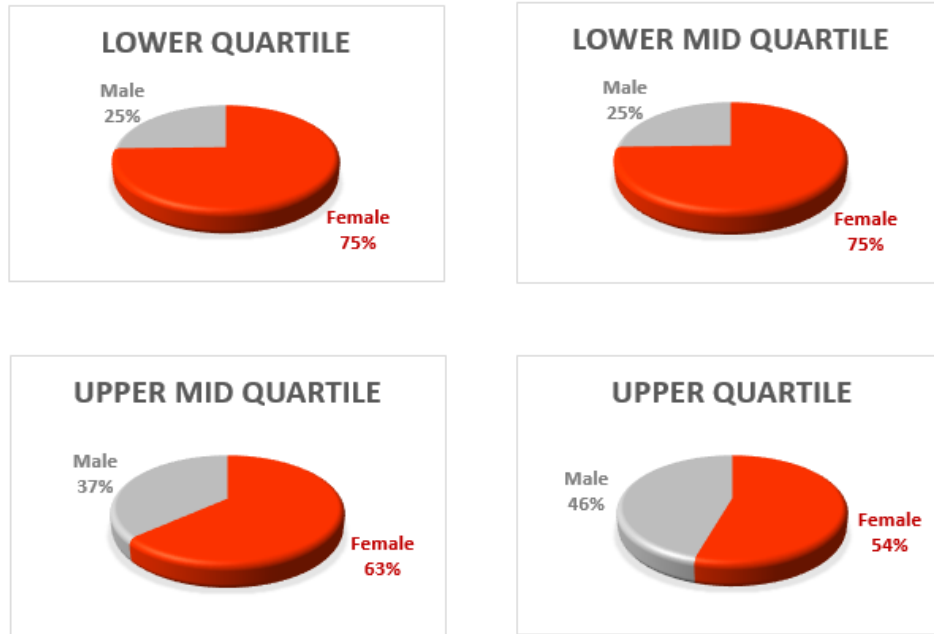
	Mean	Median
Walsall College Hourly Pay	13.7%	16.7%
ONS UK Pay Gap	14.6%	15.5%
Education Sector	17.1%	24.6%

The College's mean gender pay gap has decreased by 1.2% in comparison to last year's Gender Pay Gap Report. According to the Office for National Statistics (ONS), the Mean national average for the 2020 Gender Pay Gap reduced by 1.6% to 14.6%, The College's Mean Gender Pay Gap is 0.9% lower than the national average. Whilst the College has recorded a decrease of 3.9% for the Median Gender Pay Gap compared to 2019, this year's Median Gender Pay Gap of 16.7% is 1.2% higher than the national average. Walsall College's Gender Pay Gap is lower than the national average for the Education Sector which has a Mean Gender Pay Gap of 17.1% and Median Gender Pay Gap of 24.6%. We are confident that male and female employees are paid equally for doing the same role at the College.

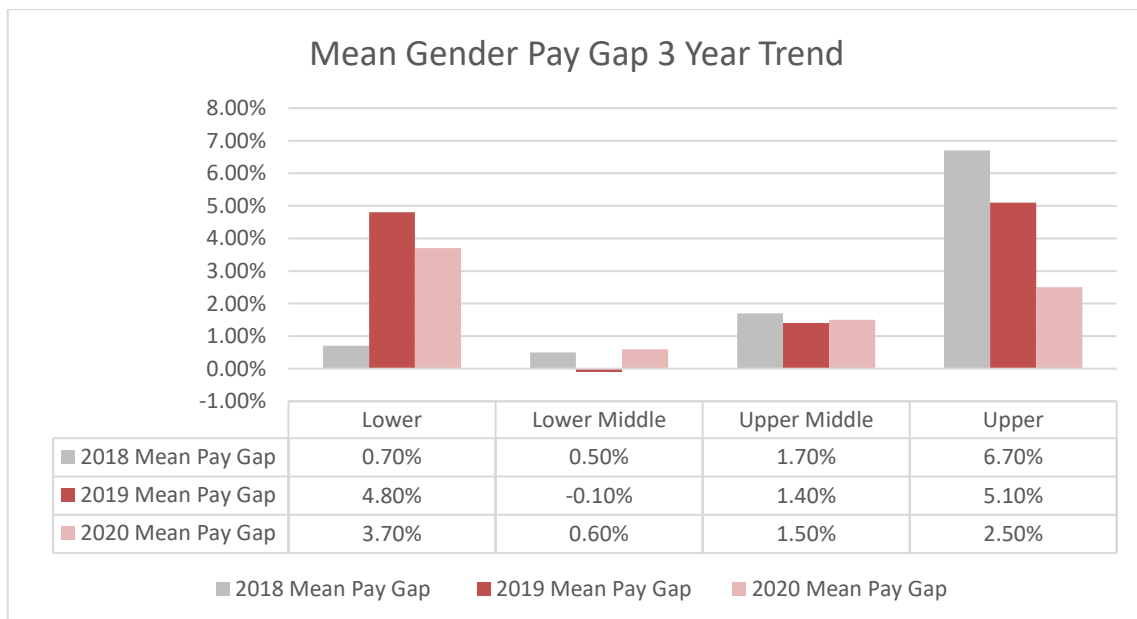
Gender Split by Pay Quartiles

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

There has been a 5% increase in the percentage of females in the upper middle in comparison to the previous year. The other quartiles have increased by a maximum of 2% for females.

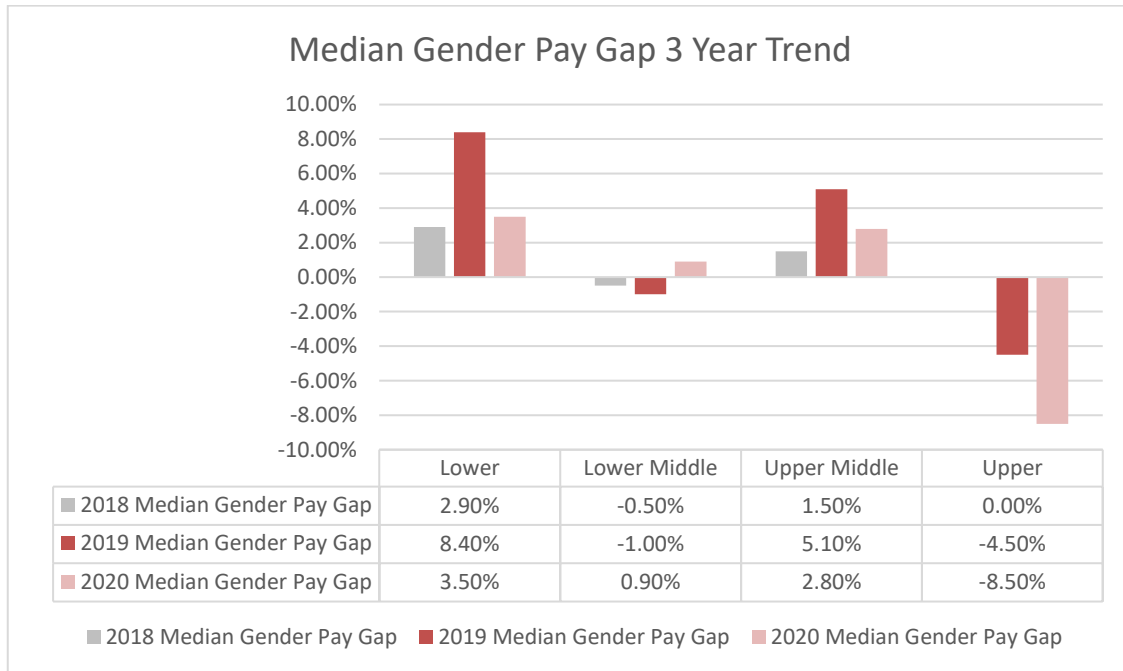


The Mean and Median Gender Pay Gap has been dissected by each quartile and shows a three-year trend.



The mean gap has reduced in 2020 for the Lower and Upper quartiles; however, there has been a slight increase in the gap within the middle quartiles. From the chart above, you will see that overall, the middle quartiles have remained at a similar level with the greatest fluctuation within the lower and upper quartiles over the 3-year period.

The median gender pay gap has decreased in all but the Lower Middle quartile from the previous year. The most significant decrease has been from the Lower and Upper quartiles.



Bonus Pay Gap

The table below outlines the mean and median bonus pay difference between male and female employees. 1% of females and 0.4% of males received bonus pay between April 2019 – March 2020.

	Mean	Median
Bonus	35.7%	46.2%

Bonuses are paid in one area of the College and refers to employees whose terms and conditions include performance related pay, which is based on key performance indicators being achieved. More females receive performance related pay as only one male receives bonus pay. The mean bonus pay gap has decreased from 49.7% to 35.7% over the last 12 months and the median bonus pay gap has also decreased by 3.6% from 49.8%.

Why We Have a Gender Pay Gap

In each quartile, females have the higher representation, which is reflective of 67.5% of the workforce being female. The Lower and Lower Middle Quartiles have the greatest representation of females, 75%; this is due to the high number of females who are in administrative and learning support roles, of which 80% of females within these quartiles work on a part time basis. This is double the amount when comparing against the overall workforce, as 40% work part time, this figure is 2% higher than the previous year. 14% 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 14%, 72% are female; this figure is 9% lower than the previous year.

The Upper Quartile gender split remains proportional (54% 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 -3.5%. When the Executive Team are excluded from the Senior Management Team analysis, the mean gender pay gap is -6.2%.

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 mean gender pay gap (13.7%) is less than the national benchmark (14.6%).
- According to the Office for National Statistics (ONS) the Education Sector's Mean Gender Pay Gap for hourly rate for 2019 was 17.1% and 24.6% 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, by 3.4% and 7.9% respectively.
- The mean pay gap has reduced within the lower and upper quartiles:

Quartile	2019 Mean Pay Gap	2020 Mean Pay Gap	2019 + 2020 Difference
Lower	4.8%	3.7%	-1.1%
Upper	5.1%	2.5%	-2.1%

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

	2019 Median Pay Gap	2020 Median Pay Gap	Difference
Lower	8.4%	3.5%	-4.9%
Upper Middle	5.1%	2.8%	-2.3%
Upper	-4.5%	-8.5%	-4.0%

- 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 49.7% are employed on a part time basis compared to 21% for all employed males. The percentage of males who work part time has increased by 1.8%. 16.7% of flexible working requests in the 12 months to 31 March 2020 were from male employees, this is a positive change as this is a 2.7% increase on the previous year.

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.		Progress made /on-going
3. Review recruitment processes including analysis of internal progressions and promotions.		On-going

We confirm the information published above is accurate.



Jatinder Sharma, OBE
Chief Executive and Principal



Deb Rajania
Director of Resources and Operations