

Human Resources

Gender Pay Gap
Report

March 2021

Our Shared Values

Passion	The student is at the heart of everything we do. We create and deliver opportunities for prosperity to students, employers and our communities.
Integrity	We value professionalism, dedication, quality and excellence in our staff. We practice and promote respect, wellbeing and empowerment for the individual.
Innovation	We are committed to the needs of the modern economy and champion innovation, creativity and enterprise.
Equity	We are committed to an environment where we purposefully focus on fairness in our policies and management of the issues of diversity, equality and inclusion, in our college society and community.
Collaboration	We develop strategic partnerships with employers and wider stakeholders to ensure we lead and shape the education and skills landscape. We work positively with and value our partners.
Sustainability	We promote personal development and build confidence and ambition in our staff and students. We manage our resources responsibly for the benefit of our college community.

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 2021.

The figures provided in this report are based on the hourly rate of pay as at 31 March 2021 and bonuses (performance related pay) paid between April 2020 – March 2021.

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

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.

Workforce Profile



66.9%
of the College's
workforce are
female (571)



33.1%
of the College's
workforce are
male (383)

Walsall College's Gender Pay Gap

The College's overall mean gender pay gap is **14.5%**. The table below outlines the mean and median hourly pay difference between male and female employees.

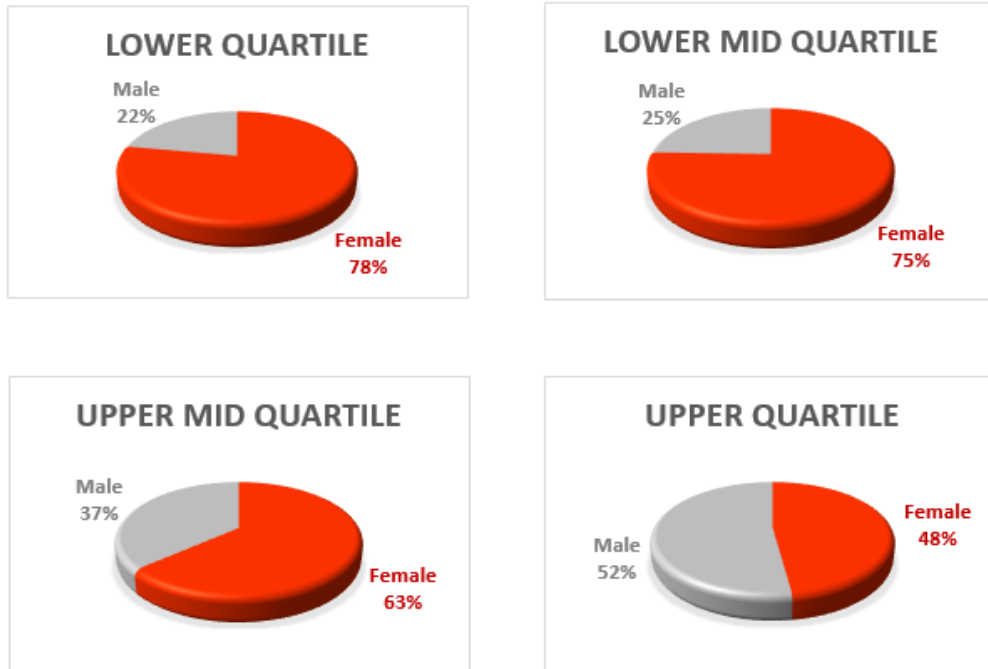
	Mean	Median
Walsall College Hourly Pay	14.5%	18.7%
ONS UK Pay Gap	14.9%	15.4%
Education Sector	17.6%	25.4%

The College's mean gender pay gap has increased 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 2021 Gender Pay Gap increased by 0.3% to 14.9%, The College's Mean Gender Pay Gap is 0.4% lower than the national average. The College has recorded an increase of 2% for the Median Gender Pay Gap compared to 2020, this year's Median Gender Pay Gap of 18.7% is 3.3% 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 17.6% (which has increased by 0.5% on the previous year) and Median Gender Pay Gap of 25.4% (an increase of 0.8% on the previous year). We are confident that male and female employees are paid equally for doing the same role at the College.

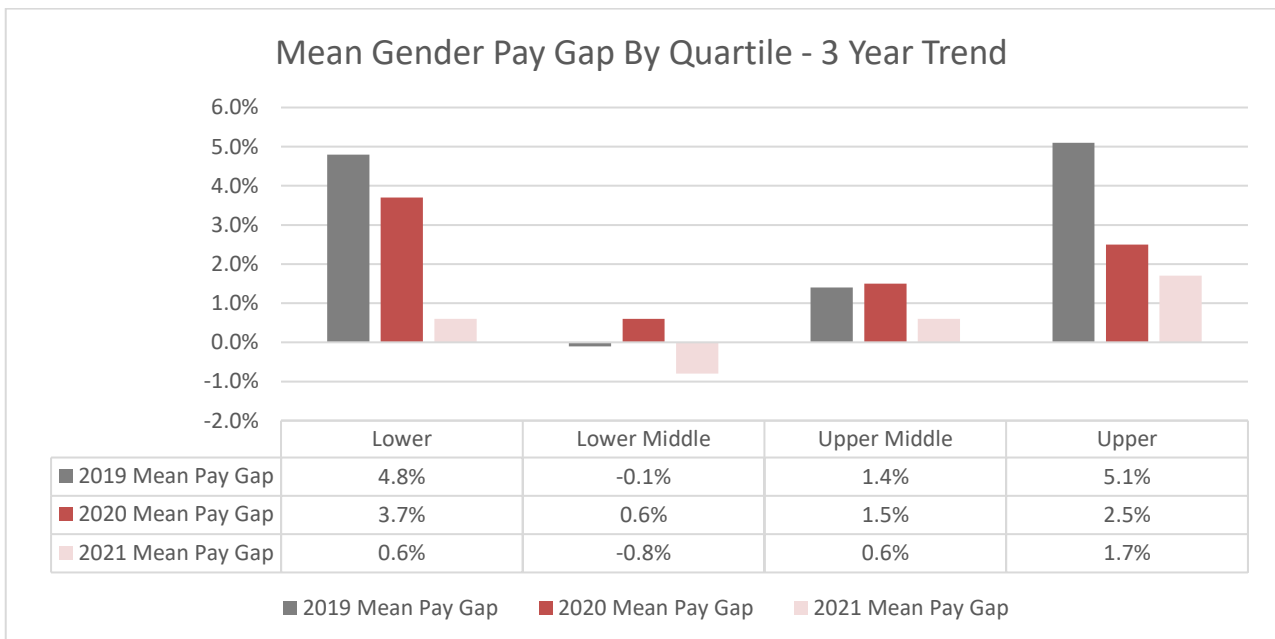
Gender Split by Pay Quartiles

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

There has been a 3% increase in the percentage of females in the lower quartile and a decrease of 6% in the upper quartile in comparison to the previous year. The gender split within the other quartiles remain unchanged.



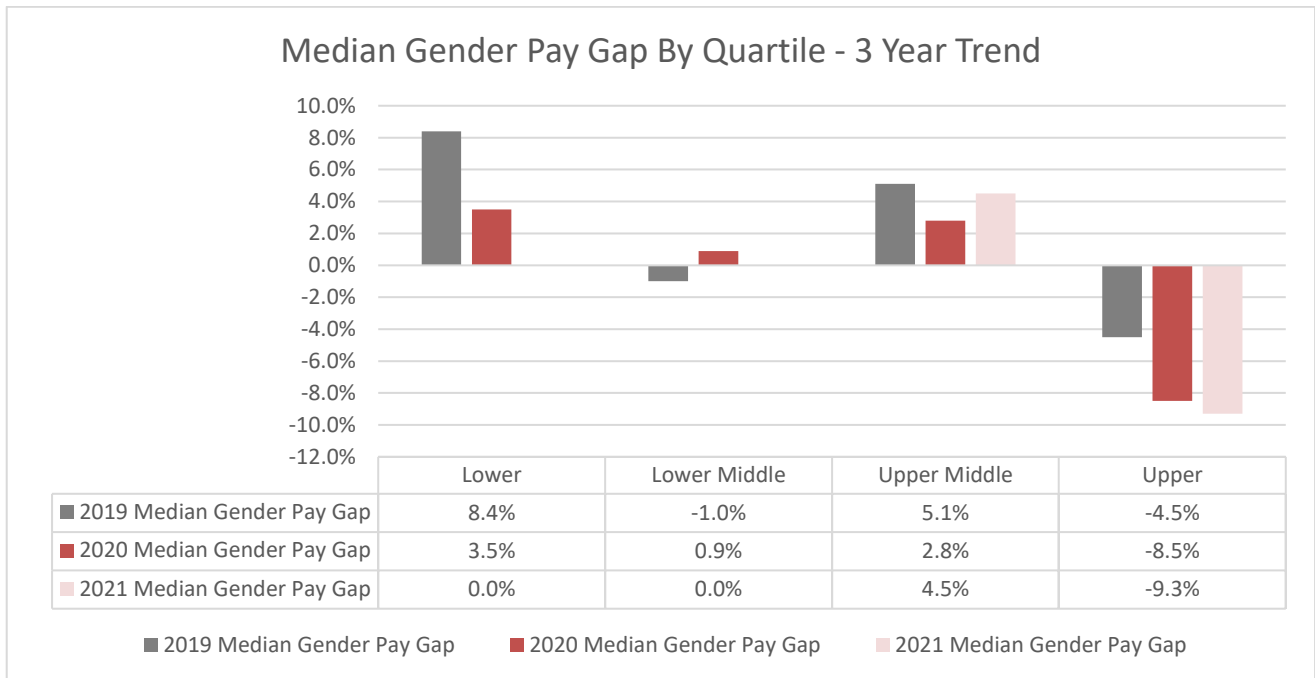
The Mean and Median Gender Pay Gap has been dissected by each quartile and shows a three-year trend.



The mean gap has reduced in 2021 in all quartiles. From the chart above, you will see that there has been a significant decrease in the lower and upper quartiles over the last 3 years.

This year there is no gender pay gap within the lower and lower middle quartiles. However there has been an increase of 1.7% within the upper middle quartile even though the gender split within this quartile has remained the same as last year.

The median gender pay gap within the upper quartile continues to decrease by a further 0.8% due to there being a higher proportion of female managers within the organisation.



Bonus Pay Gap

The table below outlines the mean and median bonus pay difference between male and female employees. 1.1% of females and 0.4% of males received bonus pay between April 2020 – March 2021.

	Mean	Median
Bonus	63.6%	82.2%

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 significantly increased from 35.7% to 63.6% over the last 12 months and the median bonus pay gap has also significantly increased by 36% from 46.2%. The change is due to new females joining this team during the bonus pay year and as a result they have not had the opportunity to fully achieve the performance related pay.

Why We Have a Gender Pay Gap

Only the upper quartile has a higher representation of females, which is reflective of 66.9% of the workforce being female. The Lower and Lower Middle Quartiles have the greatest representation of females, 78% and 75% respectively; this is due to the high number of females who are in administrative and learning support roles, of which 90% of females within these quartiles work on a part time basis (an increase of 10% on the previous year). This is more than double the proportion when comparing against the overall workforce, as 37.7%, work part time. 11.5% of employees within the lower quartile are staff who receive the national minimum wage. Of these 11.5%, 75% are female; this figure is 3% higher than the previous year.

The Upper Quartile gender split is disproportional (48% female) to the female population within the organisation (67%), however due to the greater proportion of males being in more senior positions within the Executive Management Team a gender pay gap has been created. 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 -1.7%. When the Executive Team are excluded from the Senior Management Team analysis, the mean gender pay gap is -6.4%.

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 (14.5%) is less than the national benchmark (14.9%).
- According to the Office for National Statistics (ONS) the Education Sector's Mean Gender Pay Gap for hourly rate for 2021 was 17.6% 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, by 3.1% and 6.7% respectively.
- The mean pay gap has reduced within all quartiles in 2021:

Quartile	2020 Mean Pay Gap	2021 Mean Pay Gap	2020 - 2021 Difference
Lower	3.7%	0.6%	-3.1%
Lower Middle	0.6%	-0.8%	-1.4%
Upper Middle	1.5%	0.6%	-0.9%
Upper	2.5%	1.7%	-0.8%

- There is no median pay gap within the lower and lower middle quartiles in 2021.

- The option of flexible working provides a positive working environment and the College endeavours to support employees in achieving an appropriate work-life balance. Of all employed females 47% are employed on a part time basis compared to 19.5% for all employed males. The percentage of males who work part time has decreased by 1.5%. 13% of flexible working requests in the 12 months to 31 March 2021 were from male employees, a 3.7% decrease on the previous year, however there was a reduction in flexible working requests overall, which could be due to the COVID pandemic and working from home due to lockdown.

Action Plan

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:

Objective	Actions we will take
<p>1. Employ the best person for the job and offer competitive rates of pay to attract talent.</p>	<p>Review recruitment processes to ensure we advertise roles and consider and promote where flexible working can be implemented.</p> <p>Make sure job adverts are worded to encourage applications from both women and men and ensure the language and imagery we use profiles a wider range to show everyone can be a success at Walsall College.</p> <p>Develop and enhance pre-interview information for potential candidates to learn about our roles and vacancies and the skills required.</p> <p>Ensure unsuccessful applicants receive meaningful feedback so they can understand the decision and take steps to improve their chances of future success.</p>
<p>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.</p>	<p>Improve mechanisms to promote our flexible working / family friendly policies and increase visibility of staff on different working patterns at different levels within the organisation.</p> <p>Improve data capture around maternity/shared parental leave and identify any trends or actions that will improve support for staff that supports staff retention and women's ability to progress.</p> <p>Develop improved practices where senior staff and managers model and promote good practice around working hours.</p> <p>Create a culture which is supportive of men sharing caring responsibilities and demonstrate having caring responsibilities can be compatible with progression.</p>

<p>3. Proactively take steps to address imbalances in the representation of staff with particular focus at senior management level.</p>	<p>Identify opportunities for part time and lower paid staff to have access to opportunities within the workplace, which could be formal or informal.</p> <p>Develop a plan to increase women's access to networking and other informal development opportunities.</p> <p>Ensure managers have relevant training and understand how to progress individuals and act in an inclusive way particularly when managing part time or flexible working in their teams</p>
<p>4. Promote opportunities that can be taken up by as many staff as possible and is as accessible to all.</p>	<p>Improve data collection and gather data on training and development and participation by gender, to identify any trends. Review and monitor promotion and progression</p> <p>Collect data about staff experiences of pregnancy/maternity/shared parental leave which includes support from returners to the workplace.</p>
<p>5. Improve organisational communication practice to ensure staff are informed on new practices and changes.</p>	<p>Establish new and existing mechanisms for staff to understand new information and changes, offer opportunity for feedback and increase engagement</p> <p>Develop a communications plan to include key messages/updates and increase</p>

We confirm the information published above is accurate.



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