

Human Resources

Gender Pay Gap Report

Snapshot date - 31 March 2022

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 2022.

This report provides information on the Gender Pay Gap at Walsall College, for the snapshot date of 31 March 2022.

The figures provided in this report are based on the hourly rate of pay as at 31 March 2022 and bonuses (performance related pay) paid between April 2021 – March 2022.

What is the Gender Pay Gap?

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 following information is included:

- mean gender pay gap in hourly pay
- median gender pay gap in hourly pay
- mean bonus gender pay gap
- median bonus gender pay gap
- proportion of men and women receiving a bonus payment
- proportion of men and women in each pay quartile

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. All pay calculations are based on the relevant pay period that includes 31 March 2022, with 31 March 2022 being the snapshot date. Relevant employees do not include those on reduced or nil pay, such as those on long-term sick leave, special leave or maternity leave etc.

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.



Workforce Profile



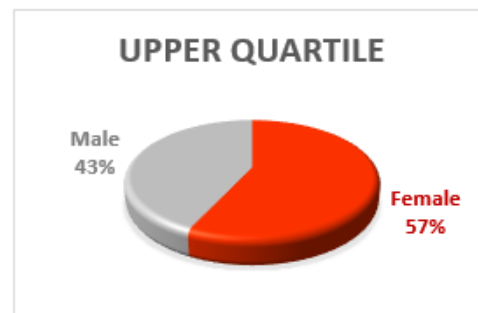
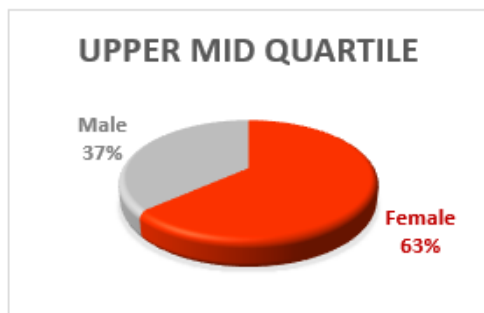
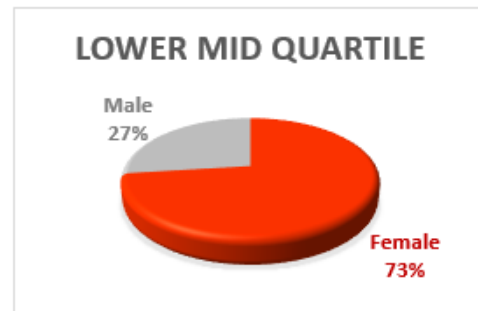
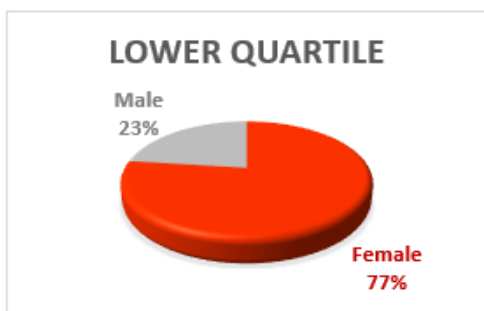
66%
of the College's
workforce are
female (558)



34%
of the College's
workforce are
male (287)

Gender Split by Pay Quartiles

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



There has been a 1% decrease in the percentage of females in the lower quartile, a 2% decrease of females in the lower mid quartile and an increase of 9% in the upper quartile in comparison to the previous year. The gender split within the upper mid quartile remain unchanged.

Walsall College's Gender Pay Gap

The College's overall mean gender pay gap is 14.4% and the median gender pay is 16.3%. This is marginally lower than the gender pay gap in 2021 (mean 14.5%, median 18.7%). The below table outlines comparisons with national and sector data.

	Mean	Median
Walsall College Hourly Pay	14.4%	16.3%
ONS UK Pay Gap*	13.9%	14.9%
Education Sector+	16.1%	22.2%

*National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures October 2022.

+ 2021 ONS ASHE Education Sector

The table below outlines the mean and median hourly pay difference between male and female employees in each quartile.

Quartile	Mean Percentage Gap	Median Percentage Gap
Lower	0.7%	0.4%
Lower Middle	1.1%	2.9%
Upper Middle	4.3%	5.7%
Upper	7.1%	0.0%

The median is used extensively as a headline measure because it is less swayed by extreme values, particularly where a small number of people are on high salaries. The mean is useful because it does capture the effect of a small number of high earners. This is something we are interested in, given that women's responsibilities beyond work have traditionally limited their access to higher-level, higher-paid jobs. The difference between an organisation's mean and median pay gap can provide valuable insight. The presence of low earners can make the mean smaller than the median. A group of very high earners can make the mean larger than the median.

Our median and mean pay gaps are similar in most of the quartiles suggesting we don't have concentrated groups of extremely high or low earners, with the exception of the upper quartile. Like many organisations, our chief executive's salary has an impact on our mean gender pay gap. If we were to exclude the chief executive (a male) from the data, the overall mean gender pay gap would fall from 14.4% to 13.19% and the upper quartile would fall from 7.1% to 4.1%.

Walsall College's Mean Gender Pay Gap

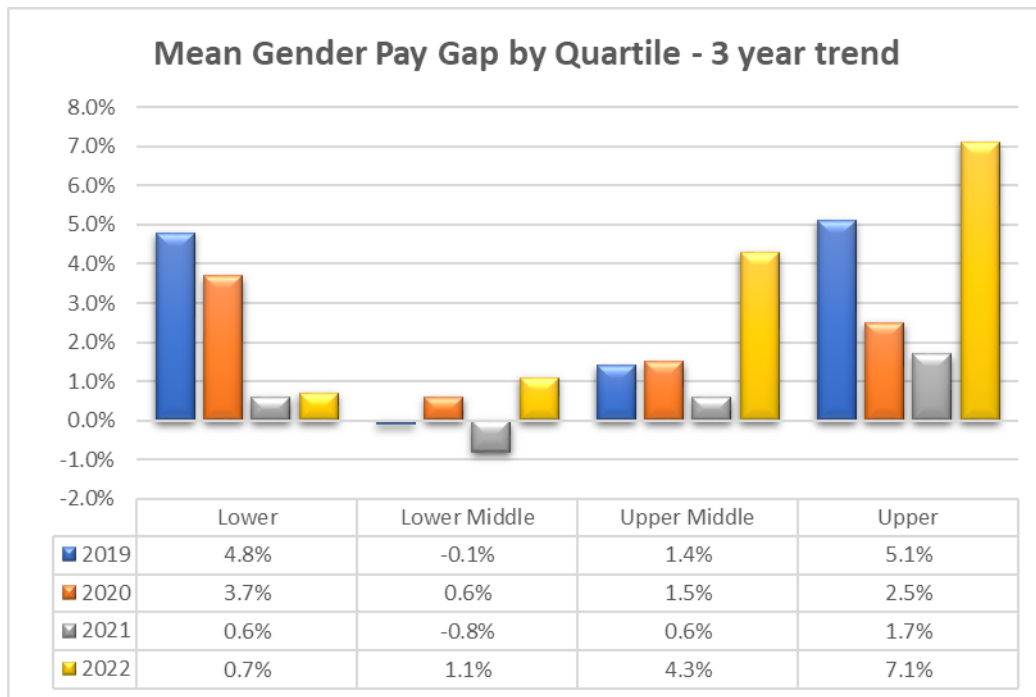
To calculate the mean pay gap, we add together all the hourly pay rates that women received, divided by the number of women in our workforce. We then repeat this calculation for men. The difference between these figures is the mean gender pay gap.

Mean Gender Pay Gap		
Mean Male Hourly Rate	£18.02	14.4%
Mean Female Hourly Rate	£15.43	

At this snapshot date the average pay for women was 14.4% less per hour than for the average men. This mean gap means that for every £1 a man received, a woman received 86p.

The published figures for this report represent an increase in the pay gap from the figures reported last year. When the CEO and direct reports are not included within the report the mean pay is 11%.

The below chart shows the mean gender pay gap quartile over a three-year period.



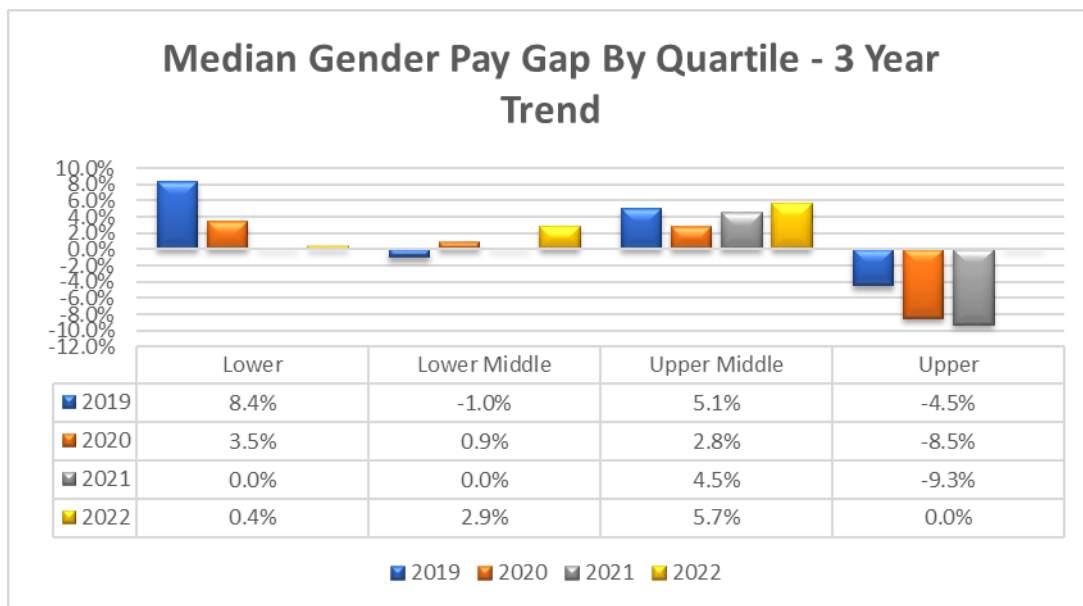
Walsall College's Median Gender Pay Gap

To calculate our median gender pay gap, we first rank all our people by their hourly pay. Then we compare what the woman in the middle of the female pay range received with what the man in the middle of the male pay range received. The difference between these figures is the median gender pay gap.

Median Gender Pay Gap		
Median Male Hourly Rate	£18.82	16.3%
Median Female Hourly Rate	£15.76	

At this snapshot date the median average pay for women was 16.3% less per hour than for the average men. This median gap means that for every £1 a man received, a woman received 84p.

The below chart shows the median gender pay gap quartile over a three-year period.



Walsall College's 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 2021 – March 2022.

	Mean	Median
Bonus	57.3%	68%

Commission is paid in one area of the College and this sits within the commercial services. The gender pay gap reporting requires that commission be included in the bonus figures, creating mean and median gaps of 57.3% and 68% respectively. Whilst the calculations suggest a disparity between male and female these figures are impacted by the small number of staff that are eligible to access commission based payments.

Commentary

We have a gender pay gap. There are a few key factors that influence the numbers – from the percentage of women in senior leadership positions, to the gender makeup of specific teams. However, we are confident that for equivalent roles, men and women are paid equitably.

Some job roles within the group attract a specific gender for a number of reasons, e.g. traditional preconceptions, working time, physical demands and family commitments, etc. Specific challenges within Walsall College are more women in our lower quartiles and a greater proportion of men in the highest pay quartile. Such roles in the lower quartile are paid the same hourly rate thereby unless the College are able to appoint an equal number of male and female employees, with an equal distribution across all roles, it is likely the College will continue to have a gender pay gap.

We currently pay above the National Living Wage with the lowest paid roles receiving an hourly rate which aligns with the current Real Living Wage rate. As the College has a high proportion of females within the lower

quartiles this action contributes to benefit those in the lower paid roles. All of our job adverts have published salaries and salary point(s).

Actions and Commitments

The college recognises the society trends where women's progression in the workplace is impacted back by barriers such as balancing work with care and a shortage of quality part-time work with a good wage potential. Walsall College is committed to continued and sustained action to improve our own practice.

Our Equity, Diversity & Inclusion Initiatives (EDI)


We continue to be committed to embedding a culture of ED&I within the fabric of our organisation. For further information please see the EDI Annual Report.

We are committed to reducing our gender pay gap each year and are looking at a variety of initiatives to achieve this. Our actions and commitments are below.

Objective	Actions we will take
1. Employ the best person for the job and offer competitive rates of pay to attract talent.	<p>Review recruitment processes to ensure we advertise roles and consider and promote where flexible working can be implemented.</p> <p>Continuing analysis of recruitment, retention and progression at different levels and roles</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>
2. Consider how flexible working practices can be enhanced and promoted.	<p>Review different ways of working and any benefits, barriers or challenges and if and how these can be implemented into our ways working practices to provide additional flexibilities and mechanisms for staff.</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>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 all genders with caring responsibilities and demonstrate having caring responsibilities can be compatible with progression.</p>
3. Proactively take steps to address imbalances in the representation of staff with particular focus at senior management level.	<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>

4. Promote opportunities that can be taken up by as many staff as possible and is as accessible to all.	<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>
5. Improve organisational communication practice to ensure staff are informed on new practices and changes.	<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.



Jatinder Sharma, OBE
Chief Executive and Principal



Deb Rajania
Director of Resources and Operations