

WIGAN & LEIGH COLLEGE GENDER PAY REPORTING

CONTEXT

The statistics used show the profile of the workforce at Wigan & Leigh College as of 31 March 2017. This is the relevant date which has been defined by the supporting regulations of Gender Pay Gap Reporting. The publication date for the first Gender Pay Gap report is 30th March 2018 for public sector organisations.

The gender profile of the workforce consists of significantly more women than men (60.57% Female and 39.43% Male). The profile of the College reflects that of a typical FE College (63% female 36% male AoC College Workforce Survey 2016) and the gender pay results should therefore be taken in the context of this distribution which will influence the figures reported.

COLLEGE GENDER PAY DATA

The College data prepared in line with the above requirements is detailed in the following table.

GENDER PAY CALCULATION	COLLEGE DATA
Average gender pay gap as a mean average	6.05%
Average gender pay gap as a median average	25.48%
Average bonus gender pay gap as a mean average	0% variance
Average bonus gender pay gap as a median average	0% variance
% of Females who received a bonus	2.34%
% of Males who received a bonus	4.12%

The mean calculation for the College is 6.05% this is below the national figure of 18% as calculated by the Office of National Statistics and well below that of the education sector as a whole which is reported as 25% with FE standing at around 10% (FE Week 2016).

The College figure also falls within the region of most UK organisations in that it reports a gender pay gap toward men, "74% of organisations across the UK report a gender pay gap towards men". (www.gov.uk)

The College median figure is 25.48% which reflects the high numbers of females within the organisation as well as the concentration of female workers in the part time and term time roles at the lower part of the pay range. This is indicative of other education providers and

reflected in the national picture with "seventy-three per cent of part-time workers are women". (CIPD 2017)

The bonus Gender Pay data for the College shows there is no bonus gender pay gap. The proportion of males and females receiving a bonus payment reflects the small numbers of staff in receipt of a bonus as defined by the Gender Pay regulations (8 males and 7 females). The reporting guidelines define bonus pay as any performance related or incentive payment. The College has a Golden Hello scheme which falls within this definition. This is applied to a very small number of roles within the College which are classed as specialist/hard to fill such as Engineering and A Levels.

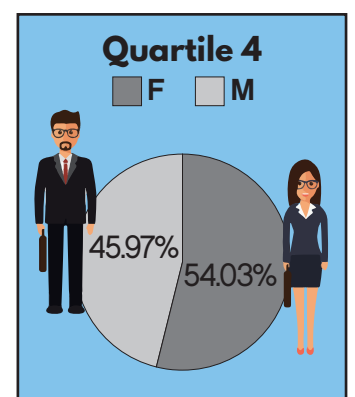
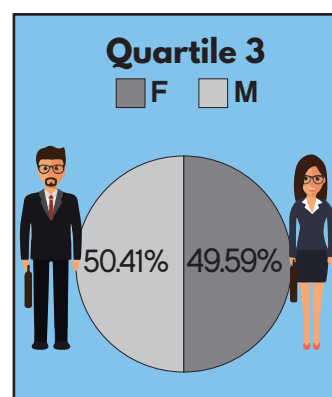
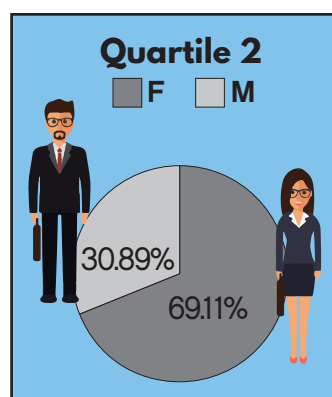
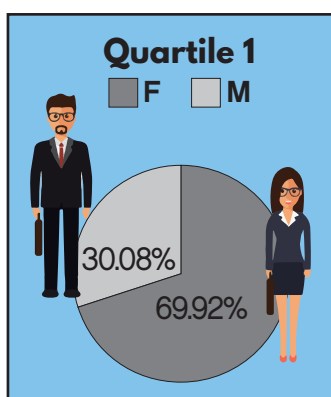
PAY QUARTILES

This is proportion of males and females when divided into four groups ordered from lowest to highest pay.

This calculation shows the proportions of male and female full-pay relevant employees in four quartile pay

bands, which is done by dividing the workforce into four equal parts.

These are outlined in quartiles and are shown in the charts below.



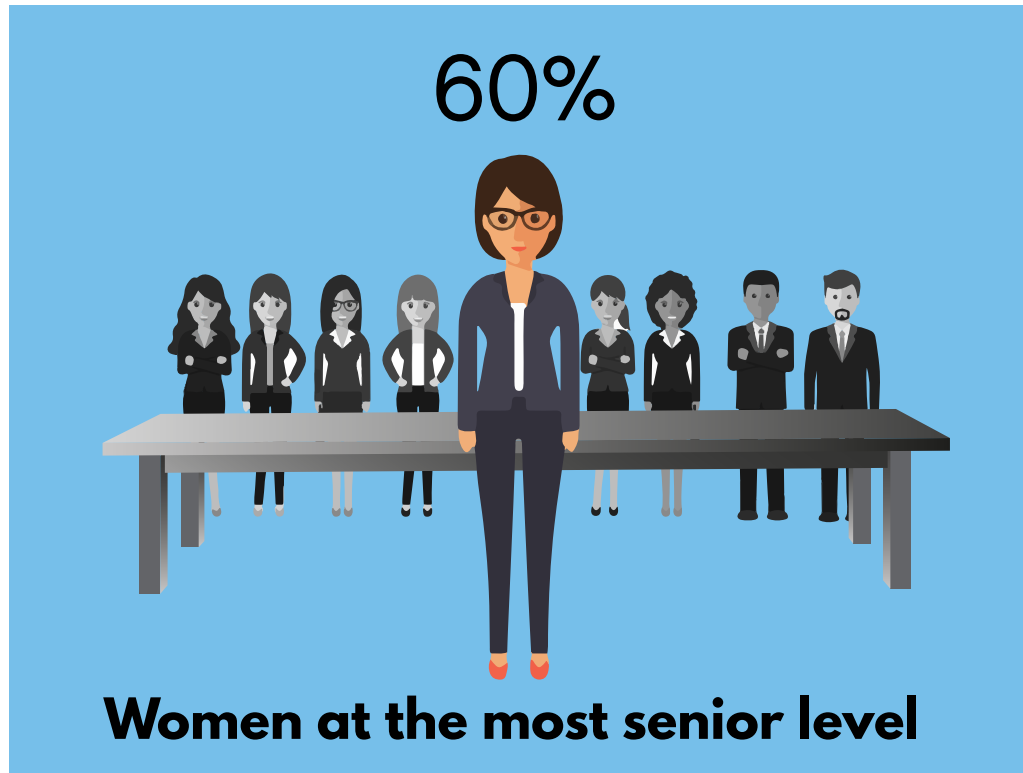
ANALYSIS OF COLLEGE GENDER PAY DATA

We are aware that the majority of our part time, term time roles are filled by females and fall within the lower 2 quartiles in this analysis. We always recruit the best person for the job, regardless of their gender. All job roles are evaluated and benchmarked across the organisation to ensure fair pay for the role and each role is advertised with no gender bias. All members of staff working within the same titled roles are paid within the same pay grade identified for the role regardless of their gender.

Females are heavily weighted in the lower quartiles and reflect the types of roles within these quartiles which are largely part time and term time roles which allow flexibility. These typically attract women, this is also

shown in the national picture where “41% of women work part-time compared with 12% of men”. (CIPD 2017)

The middle and upper quartile figures show even distribution of male and female (50.41/49.59 in Q3) and the upper quartile shows we have more women than men in our management roles. The College has a high number of females in management and senior management roles with 67% of its management team being female and 33% male. Of the Executive Team similar proportions apply with 60% of the most senior roles in the organisation held by females. This shows that the College promotes and attracts women into these more senior roles successfully.



For the College the median gap can be attributed to the range of flexible working arrangements offered by the College (ie term time roles) that work with the business needs of education.

The College median figure and analysis of the lower quartile figures show the majority of roles within these lower pay quartiles are catering and support assistant type roles which is reflective of research from the CIPD which shows that “women tend to cluster in lower paid jobs - almost two-thirds (63%) of those earning minimum wage or less are female”. The CIPD also report that “irrespective of whether the jobholders are male or female, hourly rates of pay tend to be lower for part-time than for full-time” (CIPD 2017).

ADDRESSING THE PAY GAP

The College continue to work on strategies to attract more males into part time and term time roles through promotion of the opportunity to work in this way more flexibly.

Support for women returning to work through further promotion of job sharing, compressed hours, part time and term time opportunities, parental leave, shared parental leave and paternity leave which are all already options within the College.

Encourage men to take advantage of the policies and procedures already in place at the College around caring responsibilities.

Consideration of the promotion of case studies of those who have already taken advantage of these policies.

Further development of our working from home arrangements which are currently in place for academic staff during holiday periods that may influence male take up of more flexible working options in the long term.

Development of strategies and induction for those returning to the workforce following a career break or maternity leave.



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